Local Govt. Service

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DECEMBER 1950
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LGS

Journal of the National Association of Local Government Officers

JOINT REFERENCE
DEC 27 19

Pleasure and excitement come home at Christmas . . . the B & O Fund hamper arrives

Salaries number

Alone in the World

"And he finally resolved, that it would be absolutely unnecessary, if not highly indecorous, to do more for the widow and children of his father, than such kind of neighbourly acts as his own wife pointed out".

'SENSE AND SENSIBILITY' *by Jane Austen*

And so Mrs. Dashwood and her daughters, the heroines of "Sense and Sensibility", received no material benefit from the Dashwood estate. Nowadays executors do not behave as did Jane Austen's John Dashwood, but the responsibility of administering a will is often a heavy burden for a private individual. The Midland Bank Executor and Trustee Company, combining friendly and confidential service with the specialized knowledge and continuity of a permanent organization, is well able to administer wills, trusts and settlements of all kinds.

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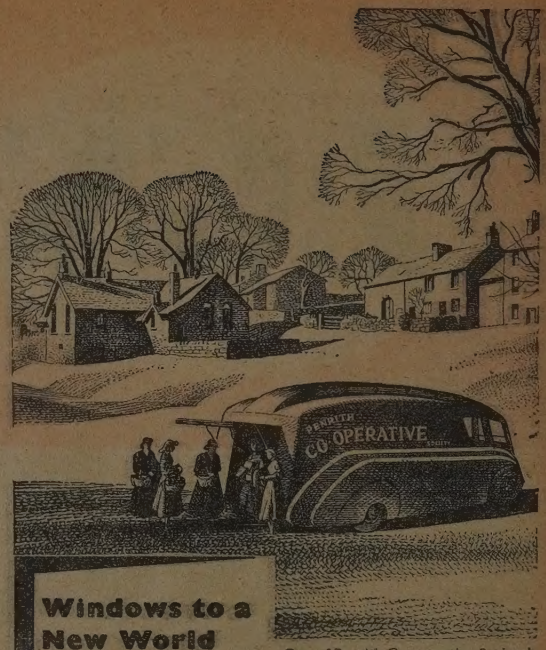

Windows to a New World

One of Penrith Co-operative Society's Mobile Shops.
Drawn by Rowland Hilder, R.I.

From the ancient Cumberland market town of Penrith, Mobile Shops of the Co-operative Society take C.W.S goods through some of the most beautiful scenery in Britain to supply the needs of the outlying farm and lonely Lakeland village.

Realising its responsibility to the isolated folk of the countryside, Penrith Co-operative Society from its beginning in 1890 began a delivery service that increased with each succeeding year. By the lakes, on the fells, in the dales, through storm and shine, C.W.S goods were carried to the members' homes—by bicycle, on foot, by horse and creaking van. Today, with a fleet of motor vehicles—including travelling shops—Penrith Society conducts three fourths of its trade on wheels!

In a Lakeland fastness or the heart of a great city the principles of Co-operation operate unchanged from those put into practice by the Rochdale Pioneers in 1844. They bought wholesale, sold at market prices, and shared the trading surplus as dividend among the members. Each member had a vote and a voice in the affairs of the Society. A new world was opened to them. Little wonder that the progress of the Movement in so short a time has been phenomenal; little wonder that it is *still* growing . . .

CWS

Actual builder of fine stores, of factories, of mobile shops, the Co-operative Wholesale Society produces in its own 194 factories almost everything needed in the home. And through the Co-operative non-profit system of trading, C.W.S goods help millions of members to cut their cost of living.

An announcement of the
CO-OPERATIVE WHOLESALE SOCIETY LIMITED

December 1950

Volume 26 Number 10

LGS

Local Government Service

Journal of the National Association of Local Government Officers

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Our case is unassailable

THE ASSOCIATION'S claim for a 20 per cent increase in the salaries of all local government officers has been effectively launched. As the quotations we publish on another page make clear, the case for the claim was widely, fairly, and, notwithstanding their strictly limited size, fully reported in the newspapers. Many commented upon it in leading articles, and such comments were, on the whole, favourable, regarding the case as both strong and sound. Such limited criticism as there was boiled down to the economic argument, namely, that the claim, in common with every other wage claim at the present time, was likely to contribute to such further price increases as to nullify any benefits it might bring.

To this, four answers can be made. The first is that, as was pointed out in the House of Commons recently, the national economy has now accumulated sufficient "slack" to permit modest general wage increases without further inflation. Secondly, as NALGO has already demonstrated, officers' salaries account for only a minor part of the cost of local government, and the increase demanded can, therefore, at worst, impose an insignificant additional burden upon rate and tax payers, most of whom already enjoy wage increases far exceeding those claimed or sought by local government officers.

Thirdly, the granting of the claim is likely to result in overall economies, which should go far to offset its initial cost. The local authority which is forced to employ older persons to do junior jobs because it cannot recruit young people; which is losing some of its best men and finding only the second best—untrained and unqualified—to replace them; which is paying fees to outside firms because it cannot obtain technical staff; which is having to defer or abandon important works; and many of whose officers are going without proper food, holidays, and recreation, and are giving up their evenings and weekends to spare-time work on dog tracks and on football pools, their lives overshadowed by the ceaseless worries of how to pay weekly bills, cannot be said to be running its administration economically. It is beyond question that the payment of salaries adequate to recruit, retain, and encourage keen, intelligent, and highly qualified officers will, in the long run, both enhance efficiency and reduce costs.

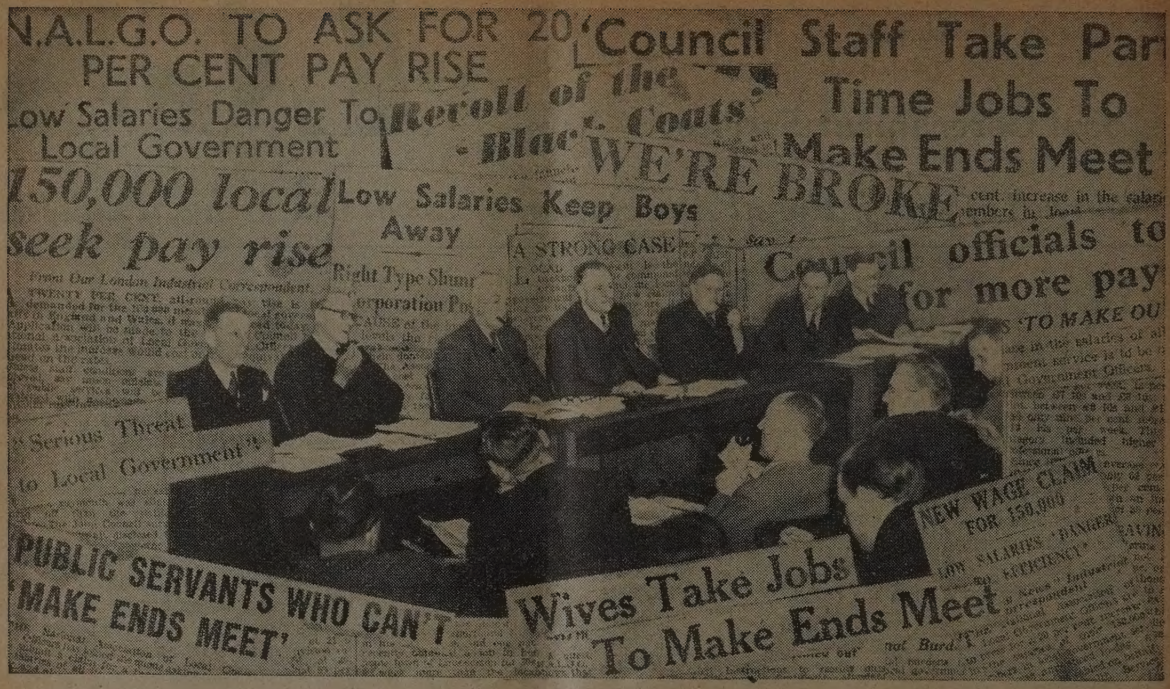
Fourthly, even if the provision of a contented and competent local government service did involve some increase in rates and taxes, the nation cannot afford less. "Local government," observed the *Northern Echo*, "is the backbone of our communal organisation, and the local government officers now claiming an increase of pay are its marrow. If we go on letting it be chipped or its marrow sapped, the swelling head called Whitehall will some day find itself looking pretty foolish without a skeleton fit to sustain it." Evidence thrown up by the replies to the Association's questionnaire, some of which is summarised on another page, shows that this is no exaggerated fear. There are widespread indications that local government efficiency is in danger.

Branch responsibility

In the weeks to come, Headquarters will lose no opportunity to bring these disquieting facts to public notice, but in the main the task of publicising the plight and claim of the local government officer must now fall upon branches and members themselves. To the citizen, it is not local government as a whole, but the services of his particular local authority that matter, and that is the story which is known and can be told only locally. Already many branches are investigating the position in their own areas and planning how best to publicise it. All should do so in the short time that remains between now and the presentation of the claim to the National Joint Council in January.

Our case is good. We have the bulk of the press on our side and the sympathy of every citizen who understands the value of our service and the plight of those who man it. All that now remains is to convince our employers—who, collectively, have probably never before had such a heavy responsibility to the nation to maintain at the highest pitch the services so vital to the country's prosperity and productivity—that the award of our claim is the first essential in preserving the present and safeguarding the future of the service.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.


N.A.L.G.O. TO ASK FOR 20 PER CENT PAY RISE
Low Salaries Danger To Local Government
150,000 local seek pay rise
Low Salaries Keep Boys Away
Council Staff Take Part Time Jobs To Make Ends Meet
WE'RE BROKE
Council officials to for more pay
A STRONG CASE
Wives Take Jobs To Make Ends Meet
PUBLIC SERVANTS WHO CAN'T 'MAKE ENDS MEET'
NEW WAGE CLAIM FOR 150,000

The nation hears our story

Press support for pay claim

"THE WHOLE BURDEN of our claim is that the salary standards adopted as being reasonable in 1945-46 are not attracting sufficient recruits to the local government service, and this constitutes a threat to the whole future of local government in this country."

Representatives of the principal national and provincial newspapers heard these words from N. W. BINGHAM, chairman of the national public relations committee, when he addressed the press conference called in London on October 31 to announce NALGO'S claim for a 20 per cent rise in pay for its members.

Introducing the press statement, which was published in full in the "NALGO Clarion," Mr. Bingham said that, to day, because of the low salaries, there was a tendency for officers to leave the service, and there was difficulty in securing recruits. If these conditions persisted, the service would suffer, not immediately, but in 10 to 15 years' time, and the services which would suffer would be those vital to the community. "You must have a qualified and efficient service," he concluded, "and our claim is that only by putting the standard at the level it was in 1945—which means a 20 per cent all-round increase at the least—can the present position improve."

While Mr. Bingham was speaking in London, J. P. PHOENIX, N.E.C., was putting the case to northern press representatives in Manchester, and, later in the day, A. G. TOOKEY, chairman of Bristol branch, and S. H. HAMBLIN, secretary of the S.W. district committee, talked to reporters from newspapers in that area.

In each centre, the press showed a lively and intelligent interest in the claim. That evening and the following day, the national press publicised the statement, while, during the next few days, people all over the country were reading articles, comments, and reports on the claim in their local newspapers.

Very few criticised the claim, and none questioned its justice. Such criticism as there was was confined to the suggestion that it would increase the burden on ratepayers with fixed incomes, especially pensioners, and that, in common with all other pay claims, it might increase inflation.

For the rest—the large majority—comment was united in admitting the justice of the claim and stressing the importance of the service and the need for it to be competently staffed and adequately paid. Below are a few extracts from the mass of press cuttings now being assembled at Headquarters :

Manchester Guardian, November 1.

A spate of Acts and statutory orders has enormously increased the work of local authorities ; it touches the daily life of citizens in countless ways and whether the life of a community is rough or smooth may often depend on how the work is done. Yet local government service is near the bottom of the Ministry of Labour's list of average earnings, and even some relatively senior officials whose salaries are probably not included in the list earn less than a good many manual workers. This might not matter so much if the man at the Town Hall were not expected to maintain certain standards that are not demanded of the manual worker. Perhaps the clerk who deals with rating enquiries . . .

ought to be allowed to go to work in overalls ; but in our present society he cannot, and it is doubtful if society really wants this kind of levelling. As things are, the community expects certain qualities in its public servants which it is simply not paying for. . . . A community that becomes unwilling to pay adequately for outstanding qualities in education or any other form of public service will ultimately be the poorer.

Birmingham Mail, November 1.

The claim on behalf of local government officials for a 20 per cent increase can be justified on the same grounds as the Burnham recommendations. This may well be the beginning of a revolt of the specially qualified classes against the extraordinary post-war policy of depressing them to and below the wage levels of manual workers. The Welfare State has been built up on the sweated labour of teachers, officials and professional men and women.

Gloucestershire Echo, November 1.

. . . Though some may cavil at any prospective addition to the rates, a little sober reflection should convince them that it is a measure of justice that has been long overdue . . . Municipal officers in the lower grades have been badly left behind in the general upward movement of wages since the war. On the other hand, they are expected by the community to maintain standards of appearance of competency that are not demanded of the manual workers and find it more difficult than most employees to meet the increased cost of living.

Lancashire Evening Post, November 2.

. . . A new poor has been created among the salaried ranks who, for one reason or another, have to "maintain appearances" on incomes which are sadly inadequate. So many people are committed to standing charges which are crippling and beyond their resources . . . The fact that the average earnings of manual workers have been raised by 133 per cent does not mean that all other rates should correspondingly increase. It is still necessary to attract labour to many industries, in competition with shops and offices. But it would be a bad thing if the standards of local administration suffered because properly qualified men and women are reluctant to enter government service. And, generally, it is not a good thing if those with domestic responsibilities are constantly bothered about meeting their liabilities. Any job is bound to suffer in those circumstances.

Northamptonshire Evening Telegraph, October 3.

. . . Our local government services are the best in the world. If the standard is to be maintained we must attract skilled officials to administer them. When we tilt at bumbling bureaucrats and obstructive officialdom, we are really condemning the community for paying the sort of wages that fail to attract adequately trained and fully qualified officials.

Northern Echo, November 1.

Local government is the backbone of our communal organisation, and the local government officers now claiming an increase of pay are its marrow. If we go on letting it be chipped or its marrow sapped, the swelling head called Whitehall will some day find itself looking pretty foolish without a skeleton fit to sustain it. That is one argument for a standardised system of pay covering all employees of public authorities, "central and local": for the public is the common paymaster for all alike. But the moment you carry that standardisation too far, the last state of the poorer local authorities, or at any rate of their legitimate pretensions to some independence, becomes worse than the first.

If at last there is to be some overdue readjustment of the salary scales for local government officers, it must combine elasticity with a vastly improved ratio to the scales paid in competing services and even by private enterprise. It is bad on every ground that the "differential" between two elements of the public service should give it the appearance and effect of a caste system that assigns technical and vital duties to the least qualified.

Scarborough Evening News, November 4.

. . . Although it may sound a lot to say that the National Association of Local Government Officers has decided to ask for a 20 per cent rise for its members receiving less than £1,000 a year, a great many local government officers in responsible positions are as badly paid as many school teachers . . . The claims of some "white collar" occupations to wage increases are probably in general rather stronger than some of those put forward by other groups, because they have been left behind in the general stepping-up.

In the **Daily Mirror** on November 2, Claude Morris described the local government officer's plight in an article entitled "Pity the Poor Blackcoats." After quoting individual cases of hardship, he summed up the general picture frankly and impartially thus :

What is extraordinary about the present situation is that whereas it used to pay in kudos and cash to be a black-coat worker, it now appears to me to pay much more to seek a technical job, or apply your skill in industry, outside an office.

In my local town one manual worker scraped for years to send his son to college. That son now has an M.A. degree and is a librarian in a northern city. Salary : £6 18s. 0d. a week.

In the same town another lad went into engineering at fourteen. He came home with grease in his hair and was probably regarded as a "lower type."

Today my progress report for him is that he is in the mining industry earning £12 a week, and as a keen youth has been picked by the National Coal Board for special training which will fit him for a £20-a-week technical job.

There you have the contrast in a social revolution which is beginning to elevate the industrial worker and leave most clerks, unfortunately, sliding and slipping on the wage scale.

The truth may be that always in the past there has been too much snobbishness about the difference between a junior clerk who could add up the debit and credit side of a ledger, and a lad of fourteen who did dirty work.

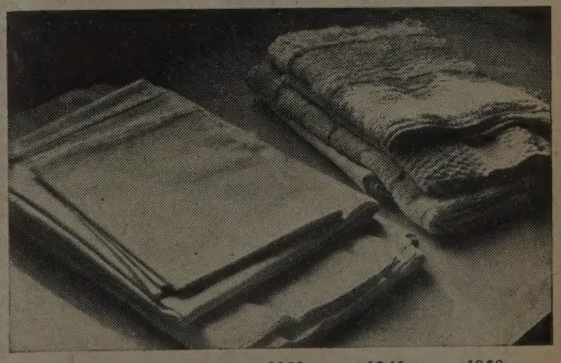
That's going—and good riddance.

At the same time let's not forget the black-coats. Fees at commercial colleges for shorthand, typing and book-keeping are high. Fewer and fewer skilled entrants are coming into black-coat ranks.

I do not wonder. Because "life on Mean Street" is one of constant struggle. At least 75 per cent of manual workers in this country are better off.

Cuttings also show that good publicity is being given to statements made by branches backing up the national claim with local facts and figures.

Rising prices—1 SHEETS AND TOWELS



	1939	*1946*	*1950*
Pair of sheets (double) :	21 s.	33 s.	45 s. 8 d.
Handtowel :	1 s. 9 d.	2 s. 10 d.	4 s. 2½ d.

Local government in peril

Startling evidence from nation-wide inquiry

"LOW SALARIES are endangering the efficiency and maintenance of local government in England and Wales and may jeopardise public health, sanitation, housing, education, and many other vital services."

It was with these words that NALGO announced on October 31 the launching of its claim for a 20 per cent increase in the salaries of all local government officers. When the statement was prepared, there had been time for no more than a cursory examination of the answers given by branches to the Association's questionnaire seeking detailed information on the present state of the service. Even now, it has been possible only to sample the great volume of information supplied. But that sample scrutiny confirms that the warning was certainly not overstressed.

Returns from all parts of the country, from industrial areas and rural counties, from big cities and small districts, tell the same story. It is a story of good men leaving the service for better-paid jobs outside, to be replaced—if they can be replaced at all—by the unqualified ; of diminishing standards of recruitment ; of work being shelved or given to outside firms ; above all, of those who remain in the service suffering unprecedented frustration, sacrificing health, holidays, education, culture, leisure—the amenities of life—in the unending struggle to make ends meet. The threat to the service is no rhetorical flourish nor pessimistic project. It is here.

Let the record speak.

I. Loss of the best men

Local government is a highly specialised profession or, rather, a group of specialised professions, many of them with no counterpart in commerce or industry. That circumstance, combined with the attractions of pension rights and comparative security, meant in the past that most men entering the service made of it a lifelong career.

Today that has changed. Social security and a national policy of full employment have narrowed down the advantages which the service once had over other occupations. Salaries and prospects within the service have fallen so far behind those outside as to induce the more enterprising men and women to abandon it for more remunerative jobs in commerce, industry, and the professions.

Precisely how many have left in this way is not known, but the returns show it to be substantial, and there is overwhelming evidence to show that still more would go were it not for the obstacles of housing or want of capital.

One Metropolitan borough council, for example, with a staff of 442, lost 82 in 18 months, of whom 64 left the public service altogether. A county borough with a staff of 950 lost 208 in the same period, 118 of them to commerce and industry. If to these are added the normal losses from death and retirement, it is obvious that the loss to the service of men and women, many of them with the highest qualifications and experience, is reaching serious proportions.

II. Failure to recruit

This loss of first-class officers would be of little importance were it possible to replace them with officers of equal quality. But it is not possible. Almost every branch replying to the questionnaire complains of the difficulties of recruiting. As long ago as 1934 the Hadow Committee insisted that the importance of the local government service called for junior entrants of not less than school certificate standard. In 1946 the National Joint Council repeated that demand, and prescribed an entrance examination as well. The entrance examination has been shelved. Most authorities have also shelved school certificate. And yet many still cannot get juniors :

We recently advertised and circularised to all schools fourteen vacancies for juniors, mainly in treasurer's and libraries departments. Not one applicant—*London borough.*

Why ? Major factor, of course, is the competition of higher salaries in both clerical and other employment. Branches give examples of local firms offering as much as £2 a week above Charter scales for untrained juniors, and more for trained clerks and typists :

Local football pools pay £2 15s. a week to girls of 17, £3 10s. to girls of 19—*Lancashire county borough.*

Clerks in motor industry are paid starting salary of £6 a week —*Midlands borough.*

Junior shorthand-typists get £5 a week in industry, senior shorthand-typists £7 10s.–£8—*County council.*

Banks and insurance companies, offering automatic advancement to £500 at 32 and £525 at 36 respectively, take all the best juniors—*County borough.*

National Coal Board offers £7 17s. 6d. a week at 30, with superannuation deduction of only 4 per cent (Board paying 8 per cent), coal at £1 a ton for up to 12 tons, and overtime at time-and-a-half on week days, double-time Saturdays and Sundays—*North-eastern urban district.*

In addition, commerce and industry often offer the added attractions of a five-day week, sports and welfare facilities, and payment of fares and meal vouchers, while many big firms have non-contributory pensions schemes. In any event, State pensions and full employment have reduced the appeal of "superannuation and a safe job."

As a result, local government is failing to recruit the best of school leavers :

Several juniors sat a "post entry" examination here and the average marks obtained were 25 per cent ; one got only 11 per cent. All were retained, since there was no prospect of replacing them with juniors of better quality. One passed the examination—and almost immediately got a better job in the civil service—*North-western borough.*

Often it cannot get even the second best :

Treasurer's department advertised for five juniors. Not one application. Vacancies eventually filled by older people, of ages ranging from 26 to 54—*Welsh rural district.*

The shortage extends also to qualified officers in every field. There are scores of examples of posts—architects, surveyors, sanitary inspectors, solicitors, engineers, committee clerks, accountants—being advertised and re-advertised over periods of months and sometimes years, without success. Sometimes the vacancy is left unfilled. More often, it is filled by an unqualified or only partly qualified man. In either case, the service must suffer.

III. Services understaffed

As might be expected, the shortage of staff is most acute in the professional and technical ranks since these have the

greatest opportunity of finding better paid work outside the service. There are few openings outside local government for the committee clerk, the sanitary inspector, the baths superintendent; but there are many for the architect, the dentist, the engineer and the quantity surveyor.

We are all familiar with the virtual breakdown of the school dental service because so many dentists have been attracted by the higher rewards of private practice. This is the outstanding example, but not the only one.

A north eastern county borough has vacancies, which it cannot fill, for 19 architectural assistants, 11 civil engineering assistants, and three surveying assistants. A Welsh county borough has no chemist in its water department.

Many authorities cannot complete their establishment of medical officers, district nurses, midwives.

A local authority which cannot man a department to the strength it needs must do one of two things: defer or abandon schemes, or give the job (where this can be done) to outside contractors. Both courses are followed:

Because of delays in filling vacancies for senior staff, a tendency to accept heavy arrears as inevitable is becoming apparent—*Outer London borough.*

The surveyor is continually reporting to the Council that he is unable to complete work or start new work—*South-eastern county borough.*

The council has had to engage an outside firm of architects for two housing schemes—*South-eastern urban district.*

Because of lack of quantity surveyors, five big jobs have been placed with private firms, involving the corporation in much greater expense than if the work had been done internally—*Southern county borough.*

Quantity surveyors in private practice, and heating and consulting engineers are used extensively for housing, and architects in private practice for new schools—*North-eastern county borough.*

IV. Hardships and frustration

While some officers can leave the service for better paid jobs outside, the majority are tied by age, family commitments, housing shortage, specialised training, and—possibly most important—a vocation for public service regardless of its drawbacks. But for them, whatever their grade, life today is one of increasing hardship and frustration. Any who doubt the real plight of the local government officer have only to read the personal statements which many branches have collected from their members. It would be possible to fill "L.G.S." with quotations from the hundreds received, but there is room only for these random samples:

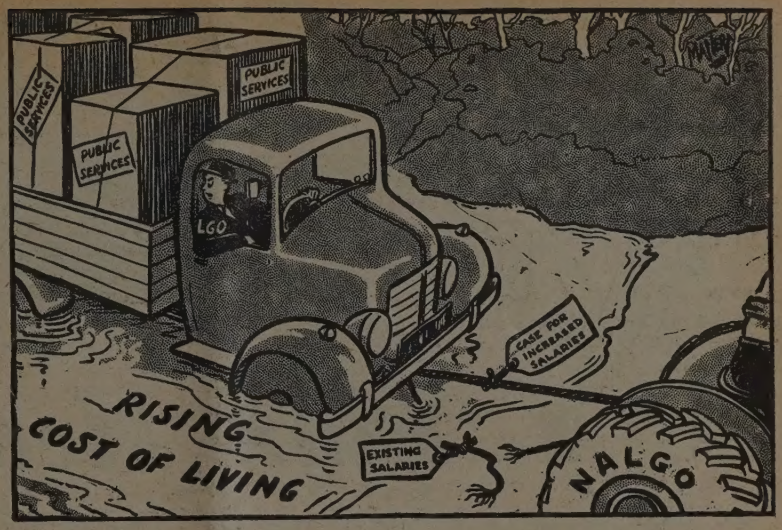
We have had no holiday since the war ended, not even one day's outing. All major items of clothing bought out of savings. I wanted to study for a degree but cannot afford the examination fee of £6 6s. (General Division).

I have had one holiday since I left the Army—and then only because I stayed free with relatives and cycled to Devon to save fares (General Division).

I left the Army with £300 saved. I now have £30 (Clerical).

How can I hope to marry when I cannot afford even to take my girl to the pictures? (General Division).

We have had to give up our pre-war circle of friends because their incomes have increased so much more than ours. Cannot afford theatres, exhibitions, branch dinners (A.P.T. IV).



My wife and I have each been to the cinema once since I left the Forces. With my wife and child, I live in a bed-sitting-room with use of kitchen and bathroom. My wife does part-time tailoring (General Division).

We have had to send our child to stay with her grandparents so that my wife can work full time (General Division).

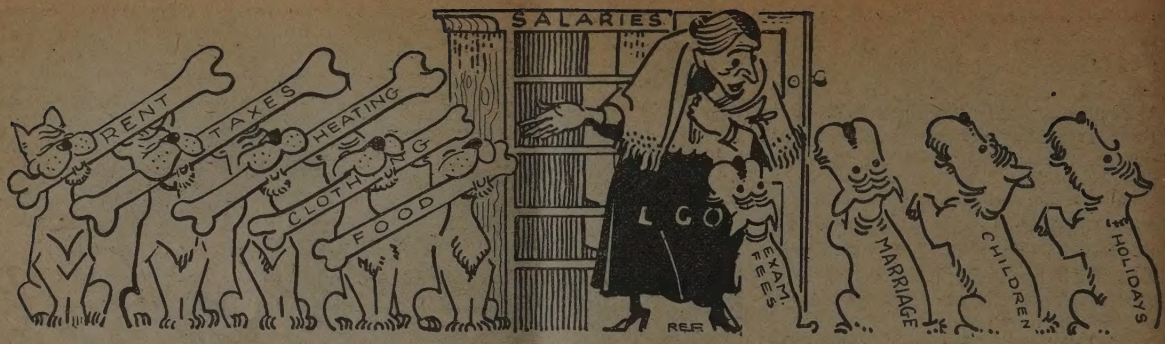
More comprehensive reports from branches suggest that few local government officers can now afford holidays save with relatives or by camping out; many who served in the Forces have bought no suits since demobilisation; large numbers substitute sandwiches for a midday meal, and have had to forgo, or drastically to curtail, such minor luxuries as smoking, theatres, cinemas, dances, drinking and entertaining. Many take on other spare-time jobs, including baby-sitting, boot, cycle, radio and watch repairing, bus and taxi driving, decorating, football pools clerking, fruit picking, gardening, gate-keeping at football grounds, jobbing, keeping tradesmen's books, photographic retouching, teaching and typing.

In addition, many wives go out to work, do such jobs as dressmaking and laundering at home, or take in boarders. There are many General Division officers who say they cannot contemplate marriage or children until they reach the maximum of the grade at 32.

V. Declining efficiency

All this must, and does, have its effect on efficiency. The service has lost, or is losing, some of its best men. It is replacing them, to a large and increasing extent, by recruits below the required standard, whose supervision and training imposes a greater burden on the senior staff. Failing to find qualified officers for technical posts, it is recruiting or promoting the unqualified, or "farming out" the work to outside contractors—at greater cost to the ratepayers. At the same time, trained and experienced officers are all, to a greater or lesser degree, enduring the increasing harassment and frustration of "making do" on an ever more inadequate income, or devoting their leisure and their thoughts while working to means of earning a little more.

Hitherto, by their sacrifices, local government officers have kept the public services going. But they cannot do so indefinitely, in present conditions. Already there are ominous signs of cracks. It is for the community, through its elected representatives, to provide the remedy before it is too late.



A Fair Reward?

TWO MAIN FACTORS determine our standard of life: the cost in terms of money of the goods and services available, and the amount of money we have to spend on them.

Tastes, habits and theories about what is a possible or justifiable standard of life during our present period of social revolution differ widely, but, in a material world, personal endeavour, from which springs all progress and public benefit, as well as private gain, must be materially rewarded.

In the local government service, as in no other field, individual effort results in public benefit. Without the knowledge, imagination, skill and loyalty of its officers, the ideals of benefactors and politicians, and the demands of the people, would be no more than daydreams and voices crying in the wilderness. Yet, today, in local government, the rewards for initiative, enterprise, and steady devotion to duty are less than encouraging, and for thousands of officers they are inadequate to meet the cost of maintaining a reasonable standard of life.

Let us consider the very young officer. He is 17 years old and recently recruited to the service. He matriculated at school and is prepared to work conscientiously and study for promotion. What reward can he reasonably expect? Sufficient, surely, to render him independent of financial help from his parents for necessities, and to allow him, as

a relaxation from work and study, to follow the normal sports and recreations of youth. But young Mr. A., who is a junior clerk with a Lancashire borough council and living in lodgings because his father's job has taken him to another part of the country, cannot satisfy these modest desires out of his pay, as his weekly budget shows:

	£	s.	d.
Net weekly wage ..	2	10	10

	£	s.	d.
Lodging and food	2	0	0
Fares to office and night school		4	6
Laundry		2	0
NALGO and rugby club subscriptions		2	4
	£2	8	10

From the balance of two shillings, he must provide toilet requisites, haircuts, and shoe repairs. Unable to afford the fares to his own rugby club, he has had to transfer to one nearer home. Far from being able to send any money home, he must rely on help from his parents for clothes and for fares to visit them. Probably the majority of young men and women in the service are able to live at home at cut-price and so buy their own clothes; but, either way, they must depend on others for some necessities and pleasures or go without.

A poor enough start, but at least Mr. A is free of dependants and responsibilities. Not so Mr. B., who is a General Division clerk in a southern county council. He is 26, married, and has two children. His weekly budget looks like this:

	£	s.	d.
Net weekly wage ..	5	5	0
Family allowance ..		5	0
	£5	10	0

	£	s.	d.
Rent and travelling expenses		12	6
Food	2	15	0
Coal, electricity and gas		13	0
Insurances		5	0
Newspapers and magazines		2	0
Subscriptions and shoe repairs		3	0
School dinners (1 child)		2	6
Xmas Club		2	0
Balance for clothing whole family, replacement of utensils and incidental expenses		15	0
	£5	10	0

"I am only thankful," confesses Mr. B., "that I have been able to obtain such a low-rented house, otherwise I shudder to think what our standard of life would be." His spare time is spent studying for his professional qualification: this he is doing without the aid of tutor or correspondence course, for, although the council undertakes

to pay three-quarters of the cost of any course, he cannot find the balance. He does not want to abandon study to take up extra work, and his wife is too fully occupied with the young family just now to work to supplement the income, but she intends to take a job as soon as the younger child goes to school. But is it reasonable to expect that she should? Did the negotiators of the Charter intend that an officer of this type should not be able to support a small family, nor to give them more than one week's holiday in five years, nor afford any small pleasures?

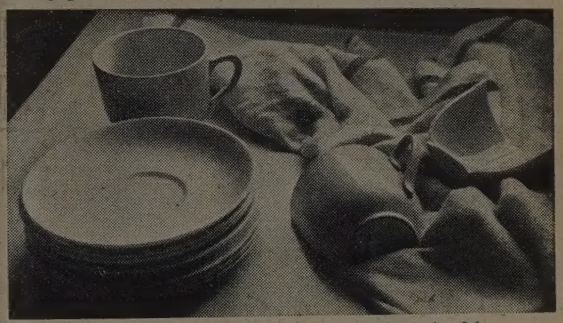
Mr. C. is 36 years of age: a Grade IV administrative assistant in a metropolitan borough's engineering department. He is married and has one child of school age. During the past four years, he has qualified and been promoted to a more responsible post, yet the detailed budget which he submits shows that, while he can pay for necessities, he has a smaller balance now than he had in 1947 for what he calls "comforts," among which he includes the telephone, extra expense at Christmas, occasional visits to the cinema, and the princely sum of 3s. 1d. a week (£8) for the family summer holiday.

	£ s. d.
Net weekly wage:	
1947/48 ..	8 9 3
1948/49 ..	8 18 6
1949/50 ..	9 1 6
1950/51 ..	9 4 7

Necessities	1947/48 £ s. d.	1948/49 £ s. d.	1949/50 £ s. d.	1950/51 £ s. d.
Food and cleaning materials	2 13 10	3 4 8	3 12 0	3 15 9
Lunches and office tea	10 0	13 2	12 8	11 2
Clothes: Self ..	4 3	7 0	4 3	4 8
Wife ..	6 7	3 10	7 8	7 0
Son ..	2 4	4 8	6 7	7 8
Rent and Rates ..	1 14 8	1 13 10	1 13 10	1 13 10
Coal	2 4	1 6	1 10	—
Electricity and gas ..	8 1	10 0	10 5	9 3
Repairs and renewals ..	2 4	—	—	1 10
Fares to office and other local fares	7 8	5 9	5 9	5 9
Life and fire insurance ..	6 2	6 2	7 4	9 8
Newspapers and radio licence	1 6	1 6	1 6	1 6
Professional studies ..	1 10	—	9	9
Haircuts	9	9	9	9
Doctor and dentist ..	3 1	1 10	—	—
NALGO subscriptions	9	9	9	9
	£7 6 2	£7 15 5	£8 6 1	£8 10 4
Balance for "Comforts"				
Telephone	2 4	2 4	2 4	2 4
Beer	—	—	—	—
Cigarettes	7 8	7 8	—	—
Cinema	4 8	4 8	4 8	4 8
Football Pools ..	—	—	—	—
Holidays: Easter ..	4	4	4	4
Whitsun ..	—	—	—	—
August ..	—	—	—	—
Xmas ..	3 10	3 10	3 10	3 10
Summer ..	4 3	4 3	4 3	3 1
	£8 9 3	£8 18 6	£9 1 6	£9 4 7

So Mr. C.'s standard of life has been reduced despite his efforts to maintain and improve it, and despite increased social services. Could he be blamed were he to seek higher rewards for his labours elsewhere?

Rising prices—2. CUP & SAUCER



1939	— 6d.	*1950*	1s. 2d.
1946	1s. 0d.	*1951*	?

And, lastly, since here we can consider only a representative selection of officers, let us glance at the position of Mr. D., one of the minority of local government officers receiving more than £8 a week. Holding a responsible post as a fully qualified and experienced engineer in county council employ, and respected internationally for his ability, he is graded in A.P.T. VIII. He is 52 years old, married, and has a daughter still dependent upon him. Here is his budget, after income tax, superannuation, national insurance and friendly society contributions have been paid:

	£ s. d.
Net weekly wage ..	11 18 6
	£ s. d.
House mortgage	2 9 10
Rates	12 11
Garage rent	5 10
Fuel and light	12 0
Professional Institute subcriptions and technical journals	4 0
Structural repairs on pre-1914 house	11 6
Household renewals and cleaning materials	7 9
Food	3 4 7
Cigarettes for self and wife	1 16 2
Clothes, books, newspapers, holidays and all social, cultural and sports activities for all three	1 13 11
	£11 18 6

To the younger officer who has had to give up smoking altogether, the expenditure on tobacco may seem exorbitant. But it represents no more than 20 Woodbines each a day for his wife and himself, and Mr. D. need make no apology. Moreover, all domestic duties, including laundry, in this senior officer's household, are done without outside help. So their small extravagance—if such it can be called—must be at the expense of energy and sacrifice of leisure. Is this the utmost reward that people of their years and achievement can expect from serving local government? If so, the future of the service is poor indeed, for outside in commerce and industry the rewards are greater.

The 20 per cent all-round increase which NALGO is seeking for local government officers would, by raising many above bare subsistence level, and by giving to those whose qualifications and responsibilities merit it the means for maintaining their living standards at today's prices, once again bring Charter conditions to the level where they offer "a career likely to attract entrants of the type required to meet the future needs of local government."

DECLINE AND FALL

by "VICTIMA"

WHEN I WAS a junior in the council offices I took a dim view of the senior in charge of my department. I regarded him as a man with one foot in the grave and the other in the past. I acknowledged his tireless efficiency but shuddered when he began one of his never-ending lectures on the deficiencies of the younger generation. In his opinion, we juniors were a shiftless lot, devoid of that selfless devotion to duty which had always characterised the local government officer. When he was a youth—and so on.

Now that I am the senior in charge I, too, sigh for the dear, dead days beyond recall, but not for the same reasons as my predecessor. I have no quarrel with the younger generation, nor do I feel too old for my job. I like my colleagues, respect my chief, and enjoy my work.

But when I have a fit of nostalgia I think of the job I used to have, just before the war. . . .

I am in the education service, a service which ran like clockwork a little over ten years ago. We had an Education Act which we knew almost by heart, for it had been in operation since 1921. Occasionally Whitehall stirred and sent out a memo or circular, but there was nothing much to worry about. The decisions of committees followed well-established precedents. When a new school was needed, we built one without having to fight for priorities and bricks. Firms fell over themselves to furnish the classrooms. There was no lack of trained teachers nor of teaching materials. A man who knew his job could tackle his work calmly.

Salaries and conditions of service for administrative staff were not good, but we local government officers in 1939 had certain advantages which we felt compensated for low salaries. Most of us had pension rights, an eight-hour day and reasonable holidays. And the cost of living was low.

My own way of life was fairly typical of a man in my position. I was married, with a small family, and had a house filled with good furniture. I could expect to bring up my children in comfort, with plenty of good food, decent clothing, and the prospect of seeing them established later in one of the professions. I had a garage which was empty only because I could not make up my mind which of the many cheap, second-hand cars I would choose. Of course, there was an annual holiday by the sea, and my wife and I were toying with the idea of one of those guinea-a-day luxury cruises in the Mediterranean.

How things have changed! Like many others, I came back from the war to begin all over again. My job had been kept open, but it was an entirely new job. New Acts, new regulations, waves of memos and circulars were pouring out of Whitehall. The child population was rapidly increasing but there were not enough schools, not enough teachers, nor enough books. Ancillary services had multiplied during the war. They continue to expand, demanding more staff and creating new problems. The office is overcrowded and there is a constant atmosphere of urgency and often of frustration. Carefully prepared plans have to be scrapped in consequence of revised regulations. Plans that have been approved cannot be put into operation because of restrictions and controls.

All this is understandable; an aftermath of the war. We who knew the leisurely days of 1939 know that those days are gone for ever. We don't resent it, but what we do resent is having to cope with modern conditions and at the same time see the best members of the staff drifting away, leaving us to add their duties to ours. No sooner do we begin to get order out of chaos than another resigns. Inevitably the one who goes is the most efficient and best-qualified officer, tempted by the higher salaries paid in other professions or in industry. Just as inevitably, it is almost impossible to get an experienced officer to fill the vacancy.

The salaries now offered would have seemed high before the war, but today they fail to attract the right kind of

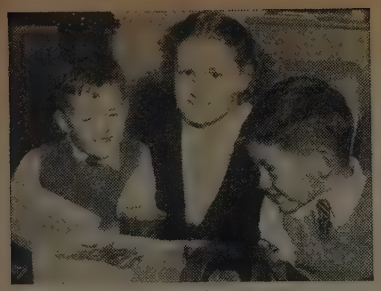
officer. A good local government officer must combine efficiency, tact and sound judgment with a sense of civic responsibility. He must be an expert in his branch of the work, and experts take years to produce.

Take my own case as an example. I do not look upon myself as a paragon but merely as a reasonably good officer whose long experience must be of some value to the community I serve. My salary is a little over half as big again as it was in 1939, *but the cost of living has gone up by 85 per cent.* I lost my house during the war and have no prospect of getting another, for my savings are being eaten away to balance my budget. I shall never be able to buy a house, nor can I afford to rent one at present prices—even if I could find one. I can do without a garage, for what hope have I of buying a car? I have to cut out luxuries and make do with bare necessities.

After twenty-five years' service I am back in the position I was in when I was a junior, earning just enough to make ends meet. I owe it to my family to give them a decent standard of living. This I am finding difficult, although I am a senior on a reasonably high salary grade. How in Heaven's name do those on the lower salary grades manage?

They are faced, as I am, with two alternatives. One is to quit the service and get a more remunerative job. The other—well, NALGO has offered the other alternative and I accept it. I am giving my whole-hearted support to the 20 per cent pay claim, not by preaching to the converted in my own office, but by making myself heard by my friends and neighbours.

I know, as all local government officers know, that we must have public services. You know, as I know, that unless we pay adequate salaries we shall soon find our staffs so depleted that the public services will run down. But does the man next door to you know this? Make it your business to put him wise.



B. & O. Fund's resources dwindling

Chairman calls for greater support

The pictures shown above and on the front cover typify the pleasure and excitement which more than 550 Benevolent and Orphan Fund hampers—supplied by Messrs. Burgons, of Manchester—will bring to needy members, or their widows and orphans this Christmas.

The Fund is supported entirely by members' donations. Below, R. T. SHEARS, chairman of the B. and O. Fund committee, urges every member to make that little extra effort to ensure that relief to his less fortunate colleagues or their families may continue on its present scale.

★

THIS IS A personal appeal to all branches and districts, calling attention to the financial difficulties of your own Benevolent and Orphan Fund and asking for immediate increased support from every member of the Association.

You will appreciate the seriousness of the position when I state that, for the first eight months of this year, the Fund's expenditure by way of grants to beneficiaries amounted to £6,000 *more* than for the same period last year, whereas the income from annual subscriptions and donations has increased by only £1,925.

The present calls on our Fund are such that the efforts of all branches should be unceasing, and no donation raised for the Fund is too small. If each branch makes a very special effort this year, the next financial statement will tell a very different story and thus obviate any question of reducing grants or benefits in any way.

I am quite aware that many branches are already doing their utmost for the Fund and I would like to take this opportunity of assuring them that their efforts are deeply appreciated, but there are still many branches who do not fully realise the work which the Fund is carrying out on behalf of their members. Many human problems of distress are dealt with in the course of a year and during 1949 £38,000 was spent in helping 755 cases.

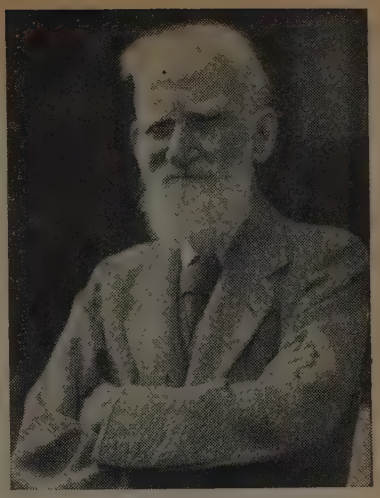
Very few branches are able to claim 100 per cent membership of the Fund and perhaps your Executive Committee will consider how to enrol non-subscribers into the Fund. The minimum monthly contribution is 3d., and if every member gave this sum at least, the Fund would be able to continue its beneficent work with less anxiety.

Rising prices—3

CLOTHES

1939	*1946*	*1950*
Soft felt hat		
8s. 9d.	16s. 6d.	21s.
Tie		
1s.	2s. 9d.	3s.
Poplin shirt		
6s. 9d.	16s. 0d.	22s. 0d.
Handkerchief		
9d.	2s. 6d.	2s. 8d.
Poplin pyjamas		
4s. 11d.	15s.	20s. 2d.
Two-piece suit		
50s. 0d.	£5.	£6. 19s. 6d.
Shoes		
22s.	37s. 6d.	45s.

The wardrobe, which cost £8 in 1939 and £18 10s. in 1946, now costs £20.



G.B.S.

THE DEATH of George Bernard Shaw has deprived St. Pancras of its only freeman, and local government of a staunch supporter. G.B.S. became a vestryman of the parish of St. Pancras in 1897 and a councillor on the formation of the borough in 1900, retaining his seat until 1903. During those six years he was a diligent member of the council, taking a serious and active interest in most of the affairs of the people of the borough and its officers.

In his letters to Ellen Terry, he made many references to his local government work. On one occasion he wrote, "Nothing like prosaic local work . . . I'll do an interview with the *St. Pancras Londoner* about the dust destructor and the contractor system . . ." And in another letter, "What a week! Nay a fortnight! Three first nights, two County Council election meetings, four Vestry committees, one Fabian committee, a pamphlet to write about the Southwark police business, an adaptation of a novel, the Julius Caesar article, and one frightful headache. There's a programme for you . . ."

FREDERICK SINCLAIR, borough librarian of St. Pancras, and ERIC JEFFCOTT, reference librarian, have collected a wealth of interesting material about their first freeman, and are constantly finding more facts associated with Shaw's twenty years' residence in their borough. The first number of the St. Pancras monthly journal contained an appreciative article about Shaw, who himself corrected it and gave it the title "A Socrates in Fitzroy Square." This grand old freeman, who in a recorded message to the people of St. Pancras in 1946, confirmed his faith in municipal enterprise, once said that his life belonged to the whole community, and as long as he lived it was his privilege to do for it whatever he could.

Education notes

by K. S. CARTER

IF THE 500 members who have enjoyed our summer schools since 1948 read these notes, and each would introduce a new member to this part of the Association's educational work, we should overcome the problem which has arisen through the non-publication of two issues of "L.G.S."

Plans are well advanced for the Scandinavian school, and the education committee will arrange a further visit to Holland if enough members are interested. Details are given below.

Sweden—approximately 14 days, including 6 days' travelling, leaving Tilbury between September 6 and 12.

"Bergendal," a modernised lake-side mansion situated in beautiful surroundings about ten miles north of Stockholm, is to be the conference centre. It will accommodate 45 students in rooms for three or four persons. The present rough estimate of cost is from £35 to £40 a head, according to the standard of travel.

Lectures describing the Swedish system of local government will be given in English, and visits will be arranged to Stockholm and other interesting places.

Because of limited accommodation, we shall probably have to stipulate "first come, first served" for this school.

Holland—The only available dates here are in May and June, and to make a booking we must have names of at least 50 interested members before the end of this month. Cost will be about £21 each.

The conference centre is De Drakenburgh, near Hilversum, which has already been the venue of two successful NALGO schools, attended by more than 150 members, all of whom, I am sure, would testify to the excellent programme and the warmth of the welcome we received. Lecturers will describe—in fluent English—the structure and most important services of Dutch local government.

Oxford—At Oriel College from June 30 to July 14, with a change of programme for the second week. Bookings can be for one or two weeks, and the inclusive cost will be £7 17s. 6d. a week.

This year a rather different type of school is planned. To cater for all tastes, and to bring NALGO members from the various services together to discuss common problems, the education committee is planning a few main lectures each week on national, regional and local services, leaving time for small group meetings to discuss particular services—such as electricity or education, for example—or special administrative problems—such as delegation of responsibility or recruitment.

Special arrangements will be made for tutorials for administrative examination candidates wishing to spend a week or two on intensive study in the right atmosphere.

Any members who have special interests they would like discussed at the school should let me know quickly.

Scotland—This school will again be held at Macintosh Hall, St. Andrews, from August 25 to September 1.

Reservations for all schools will be made on payment of a non-returnable registration fee of £1 1s. for members and £1 11s. 6d. for non-members, though I shall welcome enquiries from those who cannot yet commit themselves.

New examination scheme

The following is a summary of amendments to paragraph 28 of the Charter, which have been approved by the local government National Joint Council :

Promotion from the General to the Clerical Divisions will be restricted to those who have passed the Clerical Division or Intermediate Administration examinations, or who obtained passes in English, and Local and General government in the Promotion examination ;

Entry into the A.P.T. grades will be restricted to those who have passed the Intermediate Administrative examination or a recognised alternative. Eligibility for promotion beyond A.P.T. IV will depend upon passing the Final Administrative examination or a recognised alternative ;

Officers holding substantive posts in the Clerical Division on October 18, 1950 will, however, be eligible for promotion to the Higher Clerical Division without examination, and those holding substantive posts in the A.P.T. divisions on that date can progress in the A.P.T. scales without examination ;

Those who have passed the Promotion examination, and those who, on April 1, 1946, were 35 years of age, employed by a local authority, and had completed 15 years' continuous local government service, are exempted from the above provisions.

Shorthand typists, typists, and machine operators are also exempted from the above provisions, but special regulations are to be issued for them.

Since the new examinations have yet to be held, the N.J.C. recognises that local authorities must exercise some discretion in their application of the paragraph for the period ending June 30, 1951.

The N.J.C. has not yet decided what qualifications shall be recognised as alternatives to the Clerical Division and Administrative examinations, and the Local Government Examinations Board has yet to announce what exemptions will be granted in the Intermediate Administrative examination to those who have passed other examinations.

Decisions on both matters are expected soon, but those who have passed the Promotion examination, being exempt from the Intermediate, will do well to plan to take the Administrative Final at the first opportunity. They will find that their studies for the Promotion examination have given them a good start in reading for the new examination. Whilst it is true that successful Promotion examination candidates are exempted from the provisions of the new scheme from 1952 onwards, they will have to compete with those who have passed the Final Administrative examination—an examination of higher standard—and they will therefore be wise to take advantage of their lead. These provisions do not, of course, apply to Scotland.

Rising prices—4 PERAMBULATOR

1939– £8 10s. 0d. *1950–* £16 0s. 0d.
1946– £12 14s. 6d. *1951–* ?

Delay spells disaster

LOGOMIA introduces new scheme

The gap between income and necessary expenditure is closing at an alarming rate. But, hard as it is today, it will be much harder for the family if, because of sudden death, there is no salary, cheque or other reasonable income at all.

To help you meet that aspect of the problem—the family minus its bread-winner—your own Insurance Department has produced a new Family Income Benefit Scheme at premium rates within the reach of every officer who recognises his responsibility to protect his family.

Under the new scheme, £100 per annum (payable quarterly) can be provided for a specified period if the life assured dies within that period. For example, an officer aged 35 years next birthday, paying a monthly instalment of 12s. 4d. for only 15 years of a 20-year policy, can provide for his family £100 per annum from the date of his death until the end of the 20-year term.

The scheme covers terms of 10, 15, 20 and 25 years, premiums being payable for 7, 11, 15 or 18 years respectively. Interested members should consult their Branch local correspondents or apply direct for details (stating date of birth) to the NALGO Insurance Department, 1, York Gate, Regent's Park, N.W.1.

"I found the course so interesting that I forgot I was studying for an examination" from N.C.I. student—1950

During these winter months, you, too, can enjoy your preparation for—

Local Government Examinations Board
Clerical Division
Intermediate Administrative
Final Administrative
Corporation of Certified Secretaries
Chartered Institute of Secretaries
Institute of Hospital Administrators
Institute of Housing
Institute of Municipal Engineers—Testamur
R.S.I. and S.I.E.J.B. Sanitary Inspectors
Royal Sanitary Institute—Meat and Other Foods
Royal Sanitary Institute—Sanitary Science
London University—D.P.A.
Incorporated Association of Rating and Valuation Officers
R.I.C.S.—Housing Managers
Institute of Shops Acts Administration
Town Planning Institute—Legal Membership

with the aid of the

NALGO CORRESPONDENCE INSTITUTE

Send for your copy of "ADVANCE," the prospectus of the N.C.I., in which you will find details of the above-mentioned examinations together with particulars of the up-to-date and thoroughly efficient tutorial methods followed by the N.C.I. to meet the requirements of the various examinations.

Write now———

To: The Education Officer,
NALGO,
1, York Gate, Regent's Park, London, N.W.1.

Name (Block Letters) .....

Address .....

.....

.....

Please send me "ADVANCE."
I am/am not a member of the Association.

L.G.S. 12.50.

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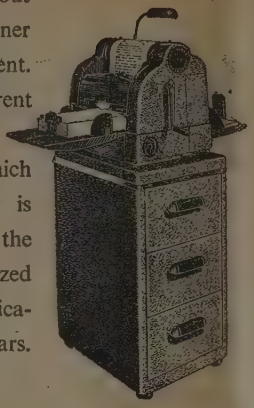

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(Mutual—Non-Profit)

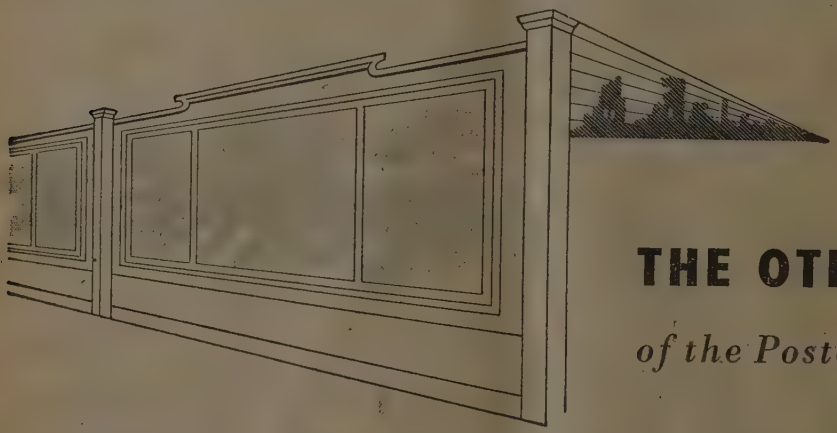
(President: His Grace the Duke of Beaufort, K.G., G.C.V.O., P.C.)

invites applications for membership from anyone under 60 years of age who wishes to make provision for PRIVATE HOSPITAL WARD AND NURSING HOME SERVICES, SPECIALISTS' PRIVATE FEES, PRIVATE "OUT-PATIENT" TREATMENT, CONSULTATIONS, ETC., FAMILY COVER INCLUDING CHILDREN AT BOARDING SCHOOLS. NO TERRITORIAL RESTRICTIONS AS TO RESIDENCE OR TREATMENT. NO INCOME LIMITS. SUPPLEMENTARY CASH ALLOWANCES WITHOUT ANY MEDICAL EXCLUSIONS (EXCEPT WHERE MADE BY THE ASSOCIATION'S MEDICAL REFEREE ON ENTRY) FOR ILLNESS TREATED IN PRIVATE OR GENERAL WARD AND NURSING HOME BEDS. NO AGE LIMIT FOR RENEWALS.

THE ASSOCIATION HAS LARGE RESERVES AND IS GUARANTEED BY LEADING INDUSTRIES. THE NEW SCHEDULE OF BENEFITS EFFECTIVE FROM JANUARY 1st, 1951, OFFERS THE WIDEST COVER OBTAINABLE IN THE KINGDOM.

Write or telephone for full information (mentioning "LOCAL GOVERNMENT SERVICE"). **John Dodd**, Secretary, Royal London House, Queen Charlotte Street, Bristol, 1. *Telephone* : 23495

Broad Street Chambers, Broad Street, Bath.	*Telephone* : 2320.
26, Alexandra Parade, Weston-super-Mare.	*Telephone* : 1567.
15, Dollar Street, Cirencester.	*Telephone* : 862.
North Lane House, Yeovil.	*Telephone* : 1114.
107, Newport Road, Cardiff.	*Telephone* : 5237.



THE OTHER SIDE

of the Poster Hoarding

When the question of outdoor advertising is raised, it is generally the commercial aspect that comes to mind. In a country that lives by commerce this is understandable: yet there is another side to the poster hoarding, a non-commercial side, of equal importance.

Properly erected and well maintained hoardings, such as are operated by members of this Association, do a most useful service to the community by screening and making safe many of the bomb-shattered areas that disfigure the land. The poster hoarding is the means of awakening and sustaining public interest in local and national affairs. It assists local authorities to maintain neatness and tidiness and to safeguard the public health, at the same time introducing a welcome splash of colour into many a drab district. Billposting, a positive contribution to local amenities, is worthy of support.

Outdoor Publicity does a Good Job

Issued by THE BRITISH POSTER ADVERTISING ASSOCIATION and LONDON POSTER ADVERTISING ASSOCIATION

Service conditions news

LOCAL GOVERNMENT

First national scheme for chief officers agreed

by J. C. HAMILTON

THE SCHEME of salaries and service conditions for chief officers—accountants, treasurers, engineers and surveyors, chief education officers, and architects—recommended by the Joint Negotiating Committee for Chief Officers of Local Authorities, came into operation, with certain reservations as to the application of the salary scales, on October 1.

The scales are as follows :

Population in 1,000s	*Minimum Salary* £			*Increments* £
Not exceeding 5	Between	450	and 600	3 of 50
5/10	„	600	„ 750	3 „ 50
10/15	„	600	„ 850	3 „ 50
15/20	„	750	„ 1000	3 „ 50
20/30	„	800	„ 1100	3 „ 50
30/45	„	900	„ 1300	4 „ 50
45/60	„	1050	„ 1450	4 „ 50
60/75	„	1250	„ 1650	4 „ 50
75/100	„	1350	„ 1850	5 „ 50
100/150	„	1550	„ 2050	5 „ 50
150/250	„	1750	„ 2250	2 „ 100 ; and 1 of 50
250/400	„	2000	„ 2500	2 of 100 ; and 1 of 50
400/600	„	2100	„ 2700	3 of 100
Over 600	At discretion			

Thus, a local authority within a population group set out in the first column is recommended to fix a scale for each chief officer commencing at a figure within the limits indicated in the second column—bearing in mind his length of service and local conditions—and proceeding by the annual increments set out in the third column to a maximum determined by the number and value of the increments. This allows authorities sufficient flexibility to vary the salaries of individual chief officers.

In view of the economic situation and the Government's postponement of the recommendations of the Chorley Committee on the salaries of higher grade civil servants, however, the new scales are to be applied piecemeal. For example, where a local authority is at present paying a chief officer less than the salary at the point of entry fixed by the local authority, it should, at October 1, 1950, pay him a salary which is halfway between his present salary and that point of entry, and, from October 1, 1951, pay him the full recommended salary. It is also provided that a local authority may defer payment of the increase due at October, 1950, until the financial year 1951-2, when the full increase would be payable from April 1, 1951.

Increments are payable on April 1 each year, commencing in 1952.

Where, after the point of entry has been fixed, no immediate increase in salary is payable, but increments fall to be paid, the first increment will be payable on April 1, 1952.

The Government has always made it clear that men who are in the last years of service should not have their pensions prejudiced by postponement of application of improved salaries, and the scheme therefore provides that if a chief officer was, on April 1, 1949, within five years of pensionable age, or if he reaches that stage on any day between April 1, 1949 and October 1, 1951, the new scales should operate as from April 1, 1949, or the day when he reaches the appropriate age, whichever is the later, increments to be payable on anniversaries of that day.

There is a clause safeguarding officers who are enjoying better salaries and service conditions than those provided by the scheme. Full details have been sent to all branch secretaries.

Since the Joint Negotiating Committee has within its scope all other officers, irrespective of designation, receiving salaries above £1,000, steps are now being taken with a view to consideration of their conditions of service, and those of other chief officers receiving up to £1,000.

National Joint Council

Most important of the matters dealt with by the N.J.C. at its meeting on October 18 were the amendments to the promotion conditions laid down in paragraph 28 of the national scheme. The education officer gives a summary of the amendments, and comments on them in his notes on page 300.

Other decisions of the Council included :

Employment of married women—It was agreed to draw the attention of employing authorities to the statement abolishing the civil service marriage bar made by the Chancellor of the Exchequer on October 15, 1946, which was set out in Ministry of Health circular 226/46, dated December 10, 1946, and to recommend them to act on the suggestion made in the circular that a similar policy be adopted towards married women employed in local government.

Appeals procedure—It was decided that an officer should have right of appeal under paragraph 39 of the national scheme (or under paragraph 25 of the Miscellaneous officers' scheme) if the employing authority improves the grading of his post following general review of establishment, even although there has been no alteration in duties.

In all cases of appeal, the time limits previously approved for appeals against original grading shall apply.

Sickness payments—Employing authorities are being advised that, whilst no variations can be made in the requirement of paragraph 16 of the Scheme (or paragraph 10 of the Miscellaneous scheme, or paragraph 20 of the scheme for "special categories of employees" in road passenger transport undertakings) that sickness absence must be certified by a qualified medical practitioner, they may, at their discretion, accept certificates of Christian Science practitioners.

Training camp—leave of absence—It was agreed that officers who are members of the Royal Observer Corps should be eligible for extra leave with pay to attend training camps in the same way as are other volunteers in the auxiliary forces.

Recruitment of ex-regular members of H.M. Forces—A scheme for the recruitment to the local government service of suitable ex-regular members of H.M. Forces was approved. Full details have been sent to branch secretaries.

Motor car allowances—The scheme of allowances is now being reviewed in the light of present-day conditions.

TRANSPORT SERVICE

Interim schemes for waterways staff agreed

by JOHN LANCASTER

SINCE THE LAST issue of "L.G.S.," much has happened in the transport field, and whilst, in one section, we have not progressed as much as we would have liked, we are nevertheless making progress which, I am sure, will eventually achieve the result for which we are striving.

This section covers the Road Passenger Transport Company Controlled Undertakings, where there are difficulties which

would not have arisen had the nationalisation programme been carried out, and the much-needed Whitley machinery for transport staffs been established under the terms of the Transport Act, 1947. As it is, however, NALGO, in order to serve its many members, has had to resort to individual negotiations with local managements, and although the difficulties will be overcome, the absence of one single negotiating body causes inevitable delay.

I am sure all our members will realise the necessity, at this time more than any in the history of road passenger transport, for solidarity and strength of purpose. In the B.E.T. controlled undertakings, the Association's officers are discussing staff service conditions with the local managements, and I think that we shall soon be able to report on agreements with these companies.

The B.E.T. companies in which we have large memberships are Birmingham and Midland Motor Omnibus Co., Ltd. (Midland Red), North Western Road Car Co., Ltd., City of Oxford Motor Services Ltd., Rhondda Transport Co. Ltd., South Wales Transport Co. Ltd., Trent Motor Traction Co. Ltd., Potteries Motor Traction Co. Ltd., Ribble Motor Services Ltd., Western Welsh Omnibus Co. Ltd.

To these members, I give an assurance that we are doing everything possible on their behalf, as, indeed, we are for staffs in the other undertakings, such as the ex-Tillings Companies and Lancashire United Transport Co. Ltd.

Transport advisory committee

At the July meeting of NALGO's National Consultative Committee for the transport industry, it was recommended to the National Executive Council that the representation on the Transport Advisory Committee of the local government National Joint Council—hitherto three NALGO and three T. & G.W.U.—should be amended to give NALGO four seats and the T. & G.W.U. two. The recommendation was accepted, and NALGO's representatives were elected at the N.J.C. meeting on October 18.

Before that meeting, NALGO's representatives on the advisory committee were J. E N. DAVIS, W. CECIL WOOD (members of the N.J.C.), and W. F. YOUNG, Liverpool—co-opted member nominated by the N.E.C. The vacancy created by Mr. Wood leaving the service of the Association, was filled by MISS M. TOWNSON, a member of the N.J.C. and N.E.C. Now, J. C. HAMILTON, service conditions officer for local government, replaces Mr. Davis, and the new team is Miss Townson, Mr. Hamilton, Mr. Young, and myself.

Docks and Inland Waterways

During the past two months, the N.J.C. for the salaried staff of waterways divisions has met twice, four divisional joint councils have held their inaugural meetings, and one has had a second meeting.

At the N.J.C. meeting on September 26, the executive committee submitted revised proposals on salaries and service conditions for professional and technical staff, and engineering supervisory staff, including amendments suggested by the staff side at its meeting on August 16. With the exception of a few points on the service conditions, which have since been settled, it was thought that the agreements could then be signed, but the staff side delayed acceptance until it had examined the executive's proposals for enhanced rates for personal qualifications. Nearly all the other items were deferred, and the N.J.C. met again on November 9.

At this meeting, despite a "technical hitch" over presentation of the enhanced rates for personal qualifications, but to avoid further delay in the already protracted negotiations, we reached agreement in principle on interim schemes for these grades, subject to the executive submitting its suggestions for enhanced rates within a few days.

The professional and technical agreement, which covers engineering assistants, technical assistants (estates), draughtsmen (engineering), and draughtsmen (estates), allows for grading as follows:

Class A:
£150 (at age 17) to £470 (at age 36)
Class B:
£510 (1st year) to £575 (5th year).
Class C:
£600 (1st year) to £630 (3rd year).

The agreement for engineering supervisory staff covers district inspectors, maintenance inspectors and craft maintenance superintendents, and the scales of salaries are:

Class 3: £340 to £370.
„ 2: £400 to £440.
„ 1: £450 to £490.
„ A: £505 to £555.
„ B: £580 to £630.

Operational dates of these two interim agreements are April 3, 1950, for salaries and January 1, 1951, for other service conditions.

Overtime payments to engineering supervisory staff (for whom overtime is a condition of service) will not be paid on an hourly basis as is the case with other grades of staff, but an unpensionable commuted overtime payment of 10 per cent of salary will be made quarterly in advance. Therefore, the first payment for commuted overtime will be made in December, 1950, for the three months ending March 31, 1951. Full details will be made available as soon as possible.

London weighting—Agreement has now been reached on the payment of £25 London weighting on salaries up to £490 to staff working within a radius of ten miles from Charing Cross, plus certain places on the fringe, such as Southall, Hayes, Bow, and Enfield. This weighting created an anomaly, in that £25 added to £490—the maximum of Class 1 of the clerical and supervisory agreement—increased that maximum to £515, or £10 above the minimum of Class A, in which the weighting does not apply. It has therefore been agreed that the Class A minimum in London shall be raised to £530.

Vacancies and Increments—At the request of the staff side, the executive submitted a scheme for advertising vacancies, which was accepted, while the executive agreed to the staff side's request, made at NALGO's instigation, for payment of increments to officers in Class 4 and W.2 (female) of the interim agreement for clerical and supervisory grades on the officer's birthday, and not quarterly as at present. To facilitate efficient administration, the review is to be made quarterly, and the increments paid retrospectively from the date of birthday.

ELECTRICITY SERVICE

N.J.C. approves new scheme for maternity leave

by L. G. MOSER

THE NATIONAL Joint Council, at its meeting on November 14, approved the following scheme of maternity leave to apply to *all* women employees.

(1) Subject to the provisions of clauses 3 to 6 hereof a woman employee shall be allowed 13 weeks maternity leave with pay on the following basis:
For the first 4 weeks of absence: Full salary less the amount of the maternity allowance payable under the National Insurance Act, 1946.
For the remaining 9 weeks of absence: Half salary without deduction of the maternity allowance unless the allowance payable when added to half salary exceeds the amount of full salary: in such a case, the amount in excess of full salary shall be deducted.

(2) Leave without pay in excess of this period may be allowed at the discretion of the Electricity Board, but absence on account of illness, due or attributable to the pregnancy, which occurs outside the period of 13 weeks shall be treated as absence on sick leave within the provisions of the sick pay scheme.

(3) The maternity leave will be reckoned against her normal sick leave entitlement under the sick pay scheme.

(4) The employee shall have completed at least 12 months continuous service at the date of application for maternity leave, which application shall be made as soon as practicable and in any case not later than 3 months before the expected week of confinement.

(5) The employee shall commence her maternity leave at least 6 weeks before the expected week of confinement and shall remain absent for a period of 13 weeks, or, if the child does not live, until one month after the confinement. She shall not in any case return to duty before she is certified medically fit to do so.

(6) Payments by the Electricity Board during the period of maternity leave shall be made on the understanding that the employee will return to duty. If she does not return, she shall refund the monies so paid, or such part thereof, if any, as the Electricity Board at their discretion may decide.

Overtime

The vexed question of overtime has been pursued at the request of the staff side, which had asked that provision be made for payment to staff above the general clerical scale. Figures were quoted, based upon returns submitted by branches, which showed that whilst about 65 per cent of the staff worked no overtime, many of the remainder were called upon to do considerable amounts, in some cases as much as 50 hours a month. The boards' members agreed that general reorganisation during the two years following vesting day had made a considerable amount of overtime unavoidable, but they thought that it could and should now be reduced to reasonable proportions. They were firmly of opinion that systematic overtime, whether paid or unpaid, was wrong, and while they could not, on principle, agree to any extension of payment, they suggested that they should be given an opportunity of looking into the cases where overtime appeared to be excessive. The unions made it clear that they could not agree to abandon their claim, but they were prepared to agree that the joint secretaries should exchange information as to the areas and districts where overtime appeared to be excessive and should submit a report to the Council. As a result, communications have been sent to boards where long periods of overtime are being worked, and a further report from the boards' members has been referred to the negotiating committee.

Motor car allowances

Motor car allowances which, in view of the added petrol tax and other increased costs, have become an urgent problem, are to be dealt with by the NJB/NJC co-ordinating committee. I think we can look forward to a speedy and satisfactory settlement of this problem.

No marriage bar

The Council also agreed that a clause should be included in the conditions of service for the industry to provide that no woman shall be disqualified from employment or be dismissed by reason only of marriage.

Co-ordinating committee

The NJB/NJC/NJIC co-ordinating committee has been discussing staff concessions, retention of staff over pensionable age, the position of national service men who volunteer for service in the territorial services, and of civil defence volunteers who are nominated by local authorities or their electricity boards to attend training courses. It is expected that decisions on these questions will be published shortly.

National Joint Advisory Council

Among the recommendations issued by the Council at its last meeting is one that all employees in the industry until they reach their nineteenth birthday should be offered reduced charges for main meals, but not for other refreshments served in the canteens. The extent of the reduction should, it is suggested, be determined in accordance with local circumstances, but should not normally exceed half the usual price charged, and should not be more than one shilling. The cost should be borne by the electricity boards and met by increasing normal meal charges.

The education and training committee is considering the needs of showroom and service centre staff and it is intended that a scheme shall be prepared to ensure that this important section of employees is given every opportunity of suitable education and training. Meanwhile, the education and training department, in conjunction with the London, south-eastern, southern, south-western, and eastern boards, is to organise one-week residential courses at Horsley Towers. The courses are experimental, and will be designed for staff aged about 23 to 30 who have had five or more years' experience in a service centre.

The salaries claim and the allied services

The National Executive Council—with the support of the electricity and gas national consultative committees—has decided to direct its main attention at this stage towards a 20 per cent salary increase for local government and health service officers, but it is clearly understood—and the Press has been informed—that the Association will pursue similar claims on behalf of *all* its members. In some cases (and this applies also to local government officers in Scotland and in the health service), NALGO has no majority on the staff sides of the negotiating bodies, and has, therefore, first to approach the other unions.

There are cogent reasons why different tactics and timing of the claims are desirable in the various services In the electricity and gas industries, recent salary agreements have not yet been fully implemented. In transport, apart from the docks and inland waterways section, none has yet been made. But agreements which have been concluded in other fields have largely resulted in a standard equivalent to the local government Charter, and improvement in that service will be a strong plank in the other claims.

GAS SERVICE

New salaries and conditions for intermediate grades

by L. A. GARRATT

After lengthy negotiations, agreement was reached by the National Joint Standing Committee on November 9 on salary scales and conditions of service for intermediate grades employed in the gas industry. Copies of the complete agreement have been circulated to branches having gas members, the main provisions of which are as follows:

Rates of pay. There shall be three categories for these employees, namely, Metropolitan, Provincial A and Provincial B. The area joint standing committee for intermediate grades shall determine into which of these categories an undertaking shall be classified. There shall be 11 salary grades, each grade providing for annual progression from a minimum to a maximum.

(a) It will, in the first instance, be for each area board to determine into which grade an employee shall be classified and which set of conditions shall apply.

(b) The salary scales shall be as follows:
Metropolitan—Provincial A plus £30.
Provincial B—Provincial A less £15.

Provincial A scales:

Grades			
I	£280 × 15 × 325	VI	£380 × 15 × 425
II	£300 × 15 × 345	VII	£400 × 15 × 445
III	£320 × 15 × 365	VIII	£420 × 15 × 465
IV	£340 × 15 × 385	IX	£440 × 15 × 485
V	£360 × 15 × 405	X	£460 × 15 × 505
	XI	£480 × 15 × 525	

NOTE.—(i) These scales apply to male employees of 21 years of age and over.
(ii) Female employees of 21 years of age and over will receive 80 per cent of these scales.
(iii) The rates are consolidated (i.e. include bonuses) and are inclusive of emoluments such as free house, etc.

Conditions of service for employees of 21 years of age and over. There shall be two sets of conditions of service for intermediate grades, namely, Conditions I and Conditions II. Area boards, when determining which conditions shall apply to an employee, shall have regard to the responsibilities of his work and his existing status. The conditions are as follows:

Hours of work (*Conditions I and II.*) 44 hours per week. Provided that where it is a condition of service that classes of employees work different hours per week, such classes of employees shall continue to be subject to such condition of service in relation to hours.

Sick pay. After completion of 12 months' continuous service:

Conditions I. Six months' full pay and six months' half pay.

Conditions II. 13 weeks' full pay, and 13 weeks' half pay.

Subject to deductions in respect of benefit under the National Insurance and National Insurance (Industrial Injuries) Acts, 1946.

Details as to qualifications are to be in accordance with other schemes operating in the gas industry.

Holidays. Employees with under 12

months' service as at the 1st June both in Conditions I and II—one day's annual holiday for each complete calendar month of continuous service, plus such bank, statutory and local holidays as fall within their period of service, provided, however, that the total holidays shall not exceed 18 normal working days.

Conditions I. Employees with 12 months' continuous service or over as at the 1st June—27 normal working days' holiday annually (inclusive of all bank, statutory and local holidays).

Conditions II. Employees with 12 months' continuous service or over as at the 1st June—24 normal working days' holiday annually (inclusive of all bank, statutory and local holidays).

In all cases Saturday to be regarded as a whole working day.

Overtime It is agreed that overtime should only be worked where in the opinion of the management it is absolutely necessary.

Conditions I. Where employees are required to work prolonged, exceptional or recurring periods of overtime the area boards will sympathetically consider the payment of bonuses, such bonus to be paid every 3 months.

Conditions II. The payment of overtime shall be in accordance with the overtime agreement of the National Joint Industrial Council for the Gas Industry provided, however, that the principle of including in the rate of pay a notional amount in respect of overtime whether actually worked or not may be applied. Where this proviso does not operate and where overtime is paid strictly in accordance with the overtime agreement of the National Joint Industrial Council for the Gas Industry, the employees concerned may be required to clock on and off.

Better Conditions Where an employee is at present enjoying a wage or condition of service better than that he would normally receive when graded under this agreement, the wage or condition shall continue for that person, except that no employee in the intermediate grades shall enjoy better conditions than those agreed for clerical, administrative, professional and technical staffs by the National Joint Council for gas staffs.

Date of Operation This agreement shall take effect as from 1st April, 1950, in respect of salary grading, and from the 9th November, 1950, in respect of conditions of service.

B.G.S.A. agreement

After consideration by the National Consultative Committee for the Gas Industry and the National Executive Council, an agreement has been signed, to operate from November 1, 1950, to regularise the position between NALGO and the B.G.S.A.

The Agreement provides:

(1) Both trade unions accept the position that each has a substantial membership among gas staffs and agree to co-operate in the interests of these staffs.

(2) Propaganda shall not be issued by either trade union that makes derogatory reference to the other. This shall not debar either trade union from expressing opinions as to the best form of trade unionism for gas staffs, provided that such opinions are not addressed direct to the members of the other trade union.

(3) That where the majority of non-manual employees in a gas undertaking are members of one of the two trade unions, the other trade union, if it has not already members among non-manual employees in that undertaking, shall not commence organising activities unless by agreement with the other union of which such employees are already members.

(4) Neither trade union shall accept into membership a member of the other trade union without enquiry and agreement; provided that agreement shall not be unreasonably withheld. The trade union concerned shall be under an obligation to reply to an enquiry within fourteen days.

It is considered that this co-operation will be in the best interests of staffs employed in the gas industry, and it is hoped that it will be observed both in the letter and the spirit.

National Consultative Committee

This committee met on October 24 and advised the Association's representatives on the N.J.C. for gas staffs on the matters on the agenda for the meeting to be held on the 25th. The committee unanimously endorsed the salaries claim policy.

When discussing the nomination of a candidate for co-option to the women's services sub-committee, the committee noted that very few women are appointed to the district consultative committees, and were of opinion that as so many are employed in the industry more should serve on these committees.

N.J.C. for gas staffs

A meeting of the National Joint Council was held at Gas Industry House, London, on Wednesday, October 25, 1950, when the following items were agreed:

Holiday agreement

(a) That staff employees leaving the industry for any reason, other than misconduct, should receive annual holidays calculated upon their service from the previous June 1 to the time of leaving, on the basis of 1/12 for each month of service.

(b) That a staff employee who leaves the service of one area board to take up an appointment with another board should take his holiday entitlement with him.

Consideration was also given to the position of staff employees who are required to serve a period of national service, and proposals were submitted that this service should count as qualifying service for annual holiday entitlement upon their return.

Some measure of agreement was reached, and a ruling is expected soon.

Marriage bar

The staff side asked that no woman should be disqualified from employment, or be dismissed from such employment, by reason only of marriage. The employers said they had sympathy with this, and suggested that, if cases arose, they should be dealt with at area joint council level, with reference, if necessary, to national level. It was agreed to adopt this procedure.

Training and education

The staff side made proposals that a joint education and training committee should be set up to consider schemes for staffs employed in the industry. Both sides agreed that section 4 of the Gas Act puts the onus on the area boards to make provision for the further education of persons employed by them, but that it is the duty of the Gas Council to co-ordinate them. The National Joint Council's constitution provides for the consideration of matters relating to the entry into and training for the Industry, and co-operation with educational authorities in arranging further education and training of staff. It was agreed that the Joint Council should be consulted on any schemes for training and education.

HEALTH SERVICE

Facilities for organising hospital staffs agreed

IT IS regretted that G. W. PHILLIPS, the organising officer for health service staffs, has been seriously ill and is still unfit to return to duty. His friends will be pleased to know, however, that he is now convalescent.

Further steps have been taken in the salaries campaign, and claims will shortly be lodged with certain of the functional councils, including that for administrative and clerical grades.

General Council

Agreement has been reached that, while the granting of facilities in hospitals to staff organisations participating in the work of the Whitley councils for the health service for the discussion of Whitley matters lies within the discretion of the hospital authority, it is reasonable that no obstacles should be put in the way of posting notices and holding meetings for these purposes, and that there should be no discrimination between Whitley organisation. Notices for display in hospital premises are to have prior approval of the hospital authority, but permission to exhibit is not to be unreasonably withheld. Meetings are to be confined to members of the organisation in the particular hospital or hospital group. It has also been agreed that, while the matter is within the discretion of the hospital authority, professional and other organisations desiring to hold meetings for educational and professional

purposes should be granted all reasonable facilities for so doing.

Employment of married women—It has been decided to recommend to the Minister that no woman shall be disqualified from employment or be dismissed by reason only of marriage.

Administrative and Clerical Staffs' Council.

The council met on October 15, when it was stated that, as proposals which the management side had made to amend the application of provisions of A.C. Circular No. 12 were not acceptable to the staff side, the latter had decided to renew their reference to arbitration.

The management side intimated that they were ready for discussions on a uniform scale for clerical grades in England and Wales and Scotland, and it was agreed that committee negotiations should begin at an early date.

Further consideration was given to a question referred to the Council by the Minister of the retention by transferred officers of personal salaries and conditions of service when moved by their employing authority to a post in a lower grade. The staff side refused to agree that, other than in cases of proven incompetence, officers who were so moved by their employing authority should cease to retain their personal salaries and conditions.

Consideration was also given to various other matters relating to salaries and conditions of service, including payment of regular overtime during sick leave, the question respecting payment of acting allowances, conditions of service of transferred officers seconded to local authorities, appointment of deputy secretaries in single hospital groups, and salary scales for deputy finance and deputy supplies officers.

It was agreed that domestic staff supervisors should fall within the purview of the council.

It was reported that regional appeals committees had now been set up and that the interim appeals committee would not receive any new appeals, although one or two outstanding appeals would still be heard there if not otherwise disposed of. It was agreed that the joint secretaries should work out proposals for terms of reference and procedure of a new committee of the council which would hear appeals referred to the council after disagreement at the regional committees.

Nurses and Midwives Council.

Agreements have been reached on new salary scales for certain non-resident grades in the public health and domiciliary nursing and midwifery services, including health visitors, district midwives, tuberculosis visitors and school nurses, and also on rates of remuneration for departmental sisters, superintendent male nurses, night sisters, night superintendents, sister/male tutors, sister/male tutors in sole charge, principal sister/principal male

NATIONAL EXECUTIVE COUNCIL

THE NATIONAL Executive Council, at its meeting on September 23, confirmed the proceedings of the July meetings of the standing committees, which were reported in the September "L.G.S." The Council decided that the 1951 Conference, to be held at Blackpool during the week of June 11-16, shall extend over four days.

The committees and sub-committees of the N.E.C. met again during October and the following matters were included in discussions. The decisions are, in most cases, subject to confirmation by the N.E.C.

Service conditions

Professional examinations and territorial training—When young men who have completed their national service become liable to attend compulsory annual summer training camp, it is possible that they may thus be prevented from taking any of the recognised professional examinations which are usually held in the months of May to September. Representations have been made to the War Office and other Service departments asking that suitable arrangements be made to meet the circumstances of individual officers.

Clerical examination age limits—The new clerical examination regulations do not allow an officer to take the examination until he is 18 years old, and an officer liable for national service may be prevented from taking the examination until he is 22 or 23. The staff side of the Local Government Examinations Board has been asked to consider whether the regulations should be amended to allow officers liable for military service to take the examination before they are 18.

Equal pay—The special sub-committee on equal pay recommended that a national campaign on equal pay for equal work be undertaken. The service conditions committee deferred consideration of the recommendation until the result of the general salaries claim is known.

Payment of reservists called up for service—The Minister of Health has been asked whether provisions similar to those made during the last war can now be made to enable local authorities to make payment to members of their staffs who have been called up for military service. The Minister of Health has replied that the question is under consideration.

Staff Welfare—The Home Secretary was recently urged to take early action on the Gowers report recommending legislation for improving standards of working conditions in offices and shops. The Secretary of State has replied that he cannot at present say when it will be possible to complete the preparatory work necessary before legislation can be introduced, but it is in hand.

Financial assistance for post-entry training—The education committee has considered the Conference motion that the Charter be amended to give each officer the option of receiving a monetary grant as hitherto, or assistance under the new scheme of financial grants for educational training. The service conditions committee has endorsed the opinion of the education committee that the most satisfactory long-term approach to this question is by way of the new scheme of financial grants, that a final date should be specified from which the new scheme should operate, and that suitable provisions should be made for existing staffs, who are preparing for examinations under some other scheme, to overcome transitional difficulties.

Objection to an Order—Derbyshire County Council has decided to apply for an order for the compulsory purchase of Smedley's Hydro at Matlock for use by the county council as offices. In order to safeguard the interests of the officers concerned, who are at present employed in Derby, the Association has lodged formal objection to the compulsory purchase order.

Conference references—Several items on the 1950 Conference agenda, calling for piecemeal improvement in salaries and grading, were referred to the N.E.C. These were dealt with by the service conditions sub-committee on October 28, and its decisions will be published in January "L.G.S."

Law and Parliamentary

Wisbech and District Water Board Order—The Order provides for the incorporation of a joint board and the transfer of the Wisbech Waterworks to the board, which will be a local authority for the purposes of the Local Government Superannuation Act, 1937. Since, however, the Order contained no provisions preserving rights under an existing pension and life assurance scheme to which members have contributed, NALGO raised an objection, and the Ministry of Health agreed to amend the Order accordingly.

Special activities

Chess competition—The committee have accepted the offer of Hereford city branch to organise an individual chess competition on behalf of NALGO and will consider the presentation of a trophy after the first competition has been held.

(*Continued from previous column*)

tutors, assistant matrons, deputy matrons, and matrons employed in hospitals other than mental hospitals, mental deficiency institutions and maternity hospitals and homes, also for superintendent and deputy superintendent nurses engaged in nursing duties in institutions containing beds used for Part III of the National Assistance Act, 1948.

These revised scales, which come into force as from February 1, 1949, have been circulated to branches. They represent an all round and worthwhile improvement.

Readers' Forum

Why not a "qualified" scale ?

There are two major aspects of the salaries question: an improvement in the position of younger staffs who may not reach the General Division maximum until the age of 32; and in that of senior staffs whose salaries compare unfavourably with those of similarly qualified persons in other jobs. These two aspects are complementary, not conflicting.

The Charter accepts the principle of qualification for entry and promotion; the Local Government Examinations Board is making a realistic approach to the question of appropriate qualifications for clerical and administrative staffs.

The present claim for increased salaries could be used to carry this principle of qualifications to its logical conclusion by providing that, as soon as a member of the staff obtains a recognised qualification, he should automatically proceed to a "qualified" scale, with, possibly, separate divisions for Clerical and A.P.T. officers —the higher grades representing payment for additional responsibility. This would go far towards meeting the younger officer's problem, and would encourage the recruitment of suitable staff.

Some may argue that a man should not be paid more merely because he has qualified. The principle of the rate for the job is suitable for mechanical production work, which can be measured, but in most local government jobs the man makes the job. Education authorities have accepted this principle for many years. An unqualified teacher taking a class of children receives the appropriate unqualified teacher's salary; a qualified teacher taking the same class receives a qualified teacher's salary.

The machinery for determining "recognised" qualifications already exists in the L.G.E.B., and the wide variety of examinations is not an insuperable obstacle. Using the teachers as an example again, the status of "qualified teacher" can be reached by passing any of 36 different examinations in addition to a training college course. Moreover, the holders of any university degree or of 43 equivalent examination qualifications are recognised not only as "qualified teachers" but as graduates with additional allowances.

An unqualified teacher with 20 years' service is recognised as a qualified teacher by virtue of long service, and the same principle could apply to older local government officers.

Until national scales for teachers were adopted, each authority formulated its own scales. Under some authorities, a teacher, on becoming qualified, had to await a vacancy in "establishment" before being paid on the qualified scale. With the introduction of national scales, however, the present basis was adopted, and there are strong reasons, from all points of view, for the application of a similar principle to local government. In 1905, 43 per cent. of teachers were unqualified; in 1919, 31 per cent; in 1937, 21 per cent; in 1948, 8.5 per cent. NALGO's aim should be progress in the local government service.

The senior officer, whether administrative, professional, or technical, should receive a salary comparable with the rates paid in industry, commerce, and the civil service. A legitimate complaint of the senior officer has been that, in fixing salaries under the national scales, many authorities merely placed the officer, or graded the post, at the point in the national scales nearest to the officer's existing salary. Moreover, the lower grades cover a range of only £45, and, with overlapping between successive grades, two grades cover a range of only £75. It is vitally important that the grades should be revised to cover a wider spread.

Rising prices—5 DINING UNIT

1939—£6 14s. 8d. *1950*—£18 1s. 8d.
1946—£16 17s. 0d. *1951*—?

Local government officers are transferring to teaching and other better paid occupations, while the prospects in local government are too poor to attract the young person of outstanding ability. Herein lies the way to breakdown of the local government service.

"OLIVER TWIST"

Pensioner's Plea

NALGO intends to put forward a claim for increased salaries. Has it also given consideration to the position of retired members ? Like many others, no doubt, I expected that, when I retired, I should be able to make ends meet without worrying anyone. Since then, the cost of living has soared so high that it is impossible to meet it on present income, and my reserves are getting lower and lower. Our superannuation is based on the old scales of salaries. What does NALGO propose to do for its old members ?

"SUPERANNUATED"

NALGO took a leading part in securing the Pensions (Increase) Act 1944 and the Pensions (Increase) Act 1947, and is now urging in the T.U.C. Advisory Committee for the local government service—since manual workers and teachers are also affected—that a combined effort should be made to obtain further concessions. But there are difficulties: pensions are based upon contributions paid.

Going to the dogs

One result of the present low salaries paid in local government is that the country is now suffering from a new social disease known as "the tired officer."

It cannot be good for English local government (once the envy of the world) that it should be run in the spare time of totalisator operators and the odd moments of Christmas club collectors, yet that is what things are coming to.

Until just over ten years ago, any officer discovered in such reprehensible conduct would have been instantly dismissed, but now he is congratulated by all as a man willing to work 60 hours week to feed his children.

Councils nowadays, far from enforcing their own standing orders against dual employment (which surely were made for the good of the service), openly connive at it in order to save the rates. If an authority can get its clerking done on the cheap, it may, as a direct result, get its youth clubs run on the cheap as well !

Much has been heard about rates of pay in the printing trade; in Coventry there is a Saturday afternoon newspaper job so monotonous and unattractive that the local journalists aren't interested in it, even at overtime rates. It consists of taking down the telephoned results of dozens of (very) minor football matches for the special sports edition. Needless to say, there is a waiting list of local government officers trying to sell their souls for the few extra shillings involved.

We have already reached the state where some girls can't get husbands unless they agree to stay on at the office and farm out their children. Is the next step to be that no one can be employed by a local authority until he has first satisfied the interviewing committee that he already holds an evening job bringing in sufficient income to enable him to pay his rent and stay alive ?

Coventry. JOHN A. YATES

Librarians' grading

I have noted the reply to my letter in September "L.G.S." on national gradings

for library staffs, and appreciate your point that the basis for such a scheme of grading must be wisely chosen. But I am surprised that it was not considered practicable to relate gradings to professional qualifications.

True, the *final* qualification of the Library Association may, or may not, be specified by different authorities for a particular appointment, but most authorities specify the Registration examination as the appropriate qualification for junior appointments on the lower A.P.T. grades. It appears to have been the practice in awards made to other groups to relate qualifications to particular gradings only for these junior appointments, and leave the gradings for higher appointments to the discretion of the authority. Surely then, it is not impossible to base national gradings on this point?

If, however, there are other factors which are not immediately apparent, what about using the actual appointment as the basis? One obvious objection arises, of course—the fact that designations are not related consistently to appointments by different authorities. For instance, the person in charge of the lending library may be "Lending Librarian" under one authority, or merely the "Assistant in Charge" under another. The "Chief Assistant" can be anybody from the chief librarian's deputy to the assistant in charge of a small branch library—and so on. But here again, given good will between staff side, employers' side, and the Library Association, this difficulty should not be insuperable.

If the N.J.C. can publish national gradings, it can also decide on national designations to be applied to persons holding appointments with the same duties and responsibilities under different authorities.

I hope that all concerned, in spite of their long drawn out efforts, will continue to try to reach an agreement. For if negotiations fail, the fact that one group has been left out in the cold will constitute an anomaly within the service.

"ASSISTANT LIBRARIAN"

Whilst it would be possible to agree a salary grade in relation to the professional qualification, it is contended that it would have little practical value, as the grade so fixed must also have regard to the duties and responsibilities of the post. Unfortunately, there is not yet an accepted standard of duties and responsibilities appropriate to the qualifications of the Library Association. In the case of other professional staff for whom the N.J.C. have determined salary gradings, there is a recognised standard of duties and responsibilities in relation to the particular qualifications.

We regret the lapse in publication of "L.G.S." during October and November due to the London printing dispute. Efforts were made each time to print a substitute, but threatened difficulties and delay in distribution forced us to abandon the idea. "NALGO CLARION" was produced in part compensation. We ask contributors to Readers' Forum to accept our apology for the unavoidable delay in publication, curtailment, or non-appearance of their letters. Letters for the January number should reach the editor by December 11.

Senior grades anomaly

I am employed by a county council who, shortly before the publication of grades A.P.T. IX and X, increased the salaries of about 30 officers so that they were placed on what have come to be called "bastard" scales, with varying maxima between £800 and £960. Attempts have been made locally to get the N.J.C. scales properly implemented, but without success, and the council have now graded these officers on A.P.T. VIII or IX (as the case may be) with protected maxima according to the "bastard" scales.

This action amounts to a down-grading of the individual posts, and the local branch has been informed by headquarters that it is now a question of individual appeals under the Charter.

Many of the affected officers, while acknowledging that there is a principle involved, are loath to take this step, and consider that, in the case of a wholesale ignoring of the recommendations of the N.J.C., NALGO should take action—as any other trade union would.

I am not one of the affected officers, but, in discussing this question, I have found it difficult to rebut the argument advanced. Can this letter be published, please, so that others can comment on what seems to be a sign of weakness?

"STOOGE"

Any other trade union would advise its members to use the constitutional means the union had negotiated for them—in this case, appeal under paragraph 39 of the Charter. Why should affected officers be loath to do this? If NALGO (or any other union) took action in the N.J.C., the employers would inevitably point out that the right of appeal in such cases is available.

Dismissed officer—a warning?

I hope you will give publicity to the circumstances in which an experienced and very able officer, who has worked hard for NALGO and served on the National Executive Council, has recently been dismissed from an established post.

The officer concerned was employed as a senior engineering assistant on the staff of a London borough. He holds political views which, like the majority of NALGO members, I deplore, but I know and like him personally, and I believe he has many friends who do not share his opinions. He had the misfortune to be arrested at a demonstration in Trafalgar Square on May Day, and was duly convicted and fined. Many members may be unaware that this act of civil disobedience (an act in the best English tradition) is technically a criminal offence, and under the Charter it would appear that an employing authority is entitled to dismiss an officer who has been convicted of such an offence without informing him of the grounds of dismissal or giving him a right of appeal. The meaning of the term "criminal offence" is so wide that the Charter actually gives an employing authority the right summarily to dismiss an officer convicted of a car-parking offence!

Rising prices—6 SAUCEPAN

1939—12s. 11d. *1950*—29s. 5d.
1946—25s. 9d. *1951*—?

It will be obvious to everyone—and I don't think the employing authority would deny it—that the officer has been dismissed because of his opinions. At the moment we are suffering from anti-Communist hysteria, but we are trade unionists (and in my great grandfather's day that was a "criminal offence") and should stand by one another to prevent the abuse of the employers' power to victimise any member by snatching away his livelihood.

Let those members who comfort themselves with thoughts like "It can't happen to us—we have safe, permanent jobs—we have the Charter—we have NALGO" remember that one day, if they are men and women with minds of their own, they may have to choose between selling their souls and professing unpopular views. What will the "collective security" they pay for in their monthly dues and support in their Association really amount to? The answer must be bitter indeed if NALGO does not *insist* upon reinstatement of this officer. We should be concerned not only about what he has suffered—although I think that a matter of great importance—but the threat his fate implies for each one of us who dares to be of independent mind. To try to settle the principle or to amend the Charter is not enough. Only when the officer has been reinstated or properly compensated can our doubts about the ability and determination of NALGO to protect its members be set at rest.

I shall be glad to hear from any colleagues who would like to join me in organising assistance for our fellow-member.

J. D. DANT, B.Sc. M.R.San. I.,
Deputy Housing Manager, Orpington U.D.C. Kent.

MY BOOKSHELF

by EDWARD KAY

GREAT EVENTS, like printers' disputes and salary claims, have made my books pile up and robbed me of space to write of them. This month I can mention only the most noteworthy and apologise to readers and publishers for brevity and omissions.

Government and administration

In his 32-page booklet, **Portrait of a Profession** (Cambridge, 1s. 6d.), SIR EDWARD BRIDGES, secretary of the Treasury, has concentrated many wise thoughts about the art of administration. Though he writes specifically of the civil service, where his heart and his experience lie, the core of what he says applies equally in local government.

American City Government, by WILLIAM ANDERSON and EDWARD WEIDNER (Allen & Unwin, 35s.), will be used, but not loved, by students, for it is ponderous and pedagogic. For NALGO readers, two chapters have a special interest: they describe American local government service, and offer some kindly words of praise to our own Association.

The publication of **The National Health Service**—ROGER ORMROD and HARRIS WALKER (Butterworth, 27s. 6d.)—will be welcomed by lawyers, administrators and students, for it is the first full-scale statement and survey of the new health legislation. It is, too, a model of thoroughness and orderly arrangement.

JOHN WARREN, NALGO'S general secretary, contributes a 30-page chapter to **British Government Since 1918** (Allen & Unwin, 16s.). The book was "instigated" by the Institute of Public Administration and deserves fuller treatment next month.

Joint consultation

Books about labour relations roll steadily from the press. SIR CHARLES RENOLD, in **Joint Consultation Over Thirty Years** (Allen & Unwin, 18s.), describes joint consultation machinery in the engineering firm of which he is chairman, started during the first world war and now exceeding in scope anything I know in the public service. The conflicts and accommodation between London Transport and its staff—especially the ebullient busmen—are described by H. A. CLEGG in **Labour Relations in London Transport** (Blackwell, 15s.). The theme is often dramatic and even more often controversial, but Mr. Clegg writes tolerantly and without bias. **A Works Council in Action** (Bournville, 1s.) tells how it is done at Cadbury's. MRS. V. M. CLARKE'S **New Times, New Methods, New Men** (Allen & Unwin, 10s. 6d.) essays the apocalyptic without success.

Economics

Professor R. G. D. ALLEN'S **Statistics for Economists** (Hutchinson's University Library, 7s. 6d.) is for students who want an elementary treatise in economics as part of their course; general readers too will find many of its chapters useful.

Places

A holiday in France, I found, made a good preparation for reading D. M. MATHESON'S National Trust Guide **Places of Natural Beauty** (Batsford, 8s. 6d.). A competent catalogue rather than a book to be read at one go. Below Batsford's usual standards are **London: Historic Buildings** and **London: Work and Play,** by HARRY BATSFORD (7s. 6d. each); pleasant but unoriginal illustrations and jejune commentary. First-class, on the other hand, is the same firm's book **Dartmouth,** by PERCY RUSSELL (18s.); the romantic history of a lovely English town never for one moment over-written.

Also received:

Current Legal Problems, 1950 (University College, London, lectures, 1949-1950). Edited by G. W. Keeton and G. Schwarzenberger. Stevens. 21s.)

Rating Valuation Practice. Philip R. Bean and Arthur Lockwood. Second edn. Stevens. 30s.

Brilliant First Novel

MARGARET HAMILTON is well known to Scottish members of NALGO as a leader in the fight for equal pay, to Conference delegates as a fearless and forthright stormer of the microphone, and to all readers of "L.G.S." as the witty author of the satires of "Tobias." Her first novel, "Bulls Penny" (MacGibbon & Kee, 9s. 6d.) should bring her a far wider circle of admirers. For this life story of ne'er-do-well Geordie MacCallum, from his childhood on a poverty-stricken croft in the Firth of Clyde to his old age in a workhouse ward, is told with a rare blend of colour, dignity, humour, passionate sympathy, and imaginative insight. Each chapter is a perfect cameo, sharp, clear, robust, intensely moving, and cut in a spare yet tender prose that at times attains to poetry. I have rarely read a first novel that so well combines high promise with immediate satisfaction. **A. S.**

At Random

by 'HYPERION'

That poor surveyor

It was in September that I offered two prizes of ten shillings each for the best limerick beginning 'There once was a Borough Surveyor' and for a four line epigram in heroic couplets on the 1947 Town and Country Planning Act, and I am sorry that it has not been possible to publish the results before now. Most of the competitors chose the surveyor limerick, a dozen essayed the epigram, and I regretfully record that few entries showed much distinction.

I grew quite giddy with reading about borough surveyors who slipped underneath their tar sprayers, had a few words with their mayors, finished a job in Malaya, walked with their noses in the air, got caught in their own conveyors, had lives that were gayer and gayer, and so on *ad infinitum*. However, I started it, so I suppose I should not complain.

No doubt the limerick as an art form has been done to death. But it did, at one time, in the hands of such masters as George du Maurier, Ronald Knox, Sir Alan Herbert, and Maurice Hare, achieve perfection. Take, for instance, Maurice Hare's brilliant limerick on free will and predestination:

There was a young man who said "Damn!
It is borne in upon me, I am
An engine that moves
In predestinate grooves,
I'm not even a bus, I'm a tram."

After much cogitation, and even more use of the W.P.B., I have awarded the limerick prize to R. P. GOUGH, of Willesden, for:

There once lived a Borough Surveyor
Whose antics were Council's despair.
He sited a sewer
On a heap of manure,
And expected the Mayor to be there.

The epigram prize is awarded to N. A. B. JONES, of Gloucester for:

Alternate butt of praise and criticism,
Great fury and still greater witticism,
The Planning Act of Nineteen Forty-Seven
Carves up the earth and drives mankind to—
Heaven?

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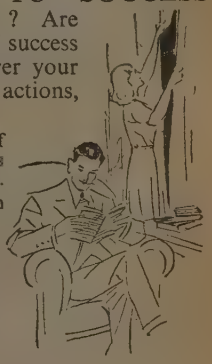

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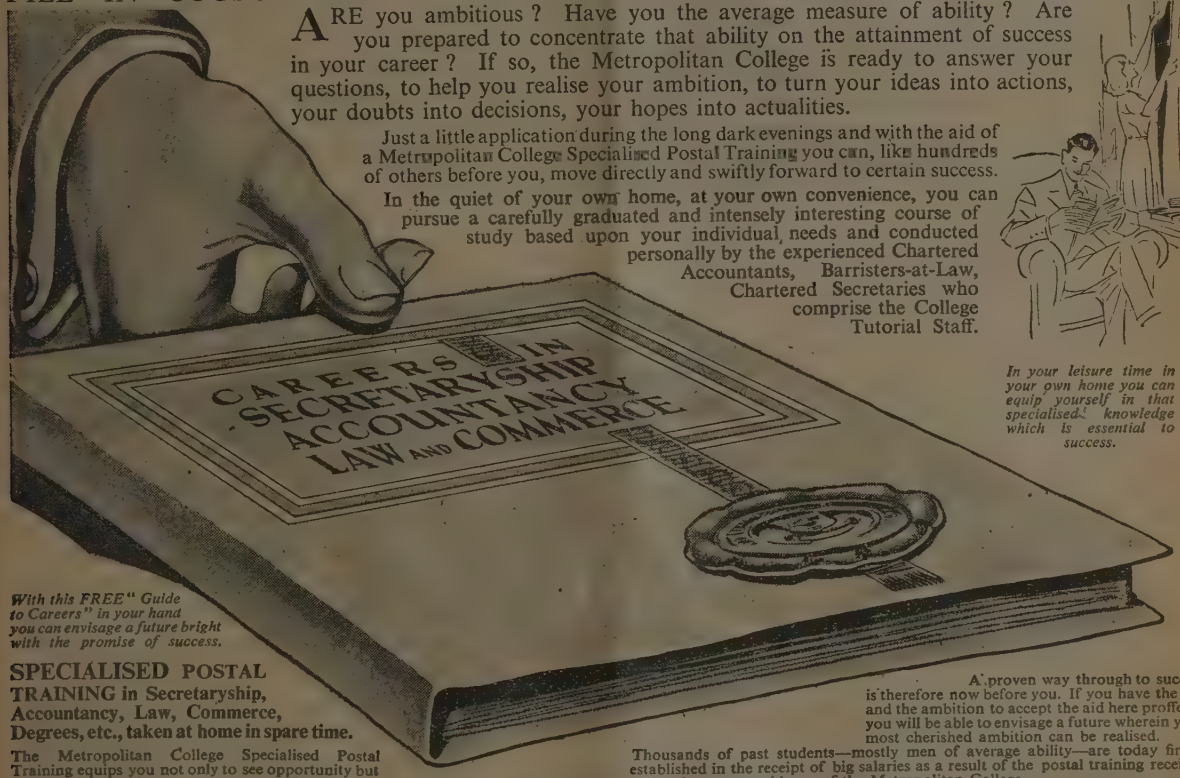

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"ABINGDON" WRITES HIS NALGO

DIARY

THE burgesses of London have had golden opportunities during the last month or so of seeing the mechanics of their local services, and hundreds of thousands of them now know just that little more, which makes for better understanding.

Last month marked the golden jubilee of the metropolitan boroughs, and exhibitions of the work of the local authority during the past 50 years have been held at Battersea, Camberwell, Deptford, Fulham, Hampstead, Lewisham, Poplar, Stoke Newington, Wandsworth, Hammersmith, Greenwich, and Stepney.

Those I managed to visit were excellent and popular. At Lewisham, the old minute books, the mechanised accounting systems, the models of roadworks and plant, attracted interested crowds beyond all expectation. At Fulham, the NALGO branch had a good display.

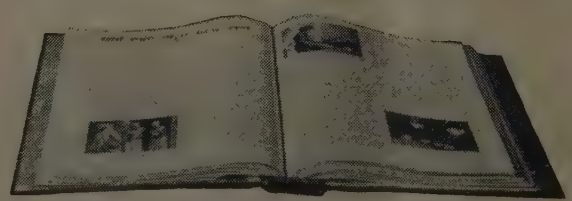
I feel sure that these exhibitions did much to impress the public with the versatility and skill of their officers and the usefulness of their local services.

Christmas cards

Stocks of last year's B. & O. Fund Christmas cards have now all gone, but there is still time to order any of the 1950 designs—which I described in September—at 6d. each, with envelope. Orders should reach Headquarters by December 16.

Well worth keeping

The binding case for "L.G.S." which is illustrated here should, judging by requests, be well received. It is strongly made in maroon coloured cloth, with the title embossed in gold on the spine, and will hold up to 24 journals, each copy firmly held by a wire, yet easily inserted or removed. Although the case photographed is an advance copy, supplies will be ready early in December, and may be had from Headquarters for 10s. each, post free.



N.E.C. members

I warmly welcome R. G. TROLLOPE, chief clerk of the Swansea parks and cemeteries department, who has been elected by the South Wales and Monmouthshire district to the N. E. C. seat vacated by Lewis Bevan on his election as vice-president.

Dick Trollope has been a member of NALGO for 25 years, a member of the Swansea branch executive for 21, and is a member of the South Wales and Monmouthshire Provincial Council.

At the same time I regret that P. ASHEN, who represented the West Midland district on the N.E.C., has resigned.

Good news for holiday-makers

Members who go to the Croyde holiday centre regularly will be glad to know that we now have a licence to re-build the entertainments hall which was destroyed by fire in 1947. It is expected that the new hall will be ready for use when the centre re-opens on May 12, 1951.

Each centre will re-open on that date until September 22 at Cayton and September 29 at Croyde. Bookings will be accepted at Headquarters from January 1, 1951 onwards. For the first three weeks and the last week at each centre the following reduced weekly terms will operate: members £4 4s.; non-members £4 14s. 6d. Otherwise the charges will be the same as last year, except that there will be new rates for children under three years of age who occupy cots, if the cot is additional to the beds which the chalet normally holds. The new rates are: members' children £1 11s. 6d. a week; non-members' children £2 2s. a week. Application forms for accommodation are available at Headquarters.

An international prize

The annual Sevensma prize given by the International Federation of Library Associations is a coveted award, and I was pleased to hear that OLGA NEWMAN, North Riding deputy county librarian, has won the 1950 prize. The competition is open to librarians throughout the world, and, with such a wide field, the standard must indeed be high. Miss Newman has won 1,000 Swiss francs for her essay on "Rural Libraries."

District staff changes

F. SIGNEY, who has succeeded Cecil Wood as North Western and North Wales district organisation officer, seems to be giving GEORGE NEWMAN a few tips about Taunton. My picture shows them at the last district officers' meeting. Mr. Newman has left the Metropolitan district to become South Western district organisation officer, and

D. WOODMAN, formerly public relations officer at Ealing, has been appointed a Metropolitan district officer.

Retirement

My hearty congratulations to SYDNEY WILSON, divisional education officer at Llanelly. A founder member and former president of the branch, he retires after more than 50 years' service.

Obituary

I regret to record the deaths of N. L. MILWARD, chief clerk of borough engineers' department, Scarborough, who was honorary secretary of the Scarborough branch from 1942, and a member of the Yorkshire district committee; of T. H. PUZEY, former borough treasurer, St. Marylebone, who was prominent in the formation of NALGO; and of G. O. PARKHURST, deputy superintendent of the cleansing department, Islington, a past president of the branch, and chairman of the executive committee.

House exchange

Bolton: Mod. house, for one in Shrewsbury. Howes, 79, Tudor Avenue, Heaton, Bolton, Lancs.

Wakefield: Mod. s.-detd. house, 3 bed, garage, for similar, Swindon district. Jellicoe, 24, Cyprus Mount, St. John's, Wakefield, Yorks.

Edgware: Mod. 3-bed house, garage, for 2-bed flat, Streatham district. Box No. 21, "L.G.S.", 1 York Gate, N.W.1.

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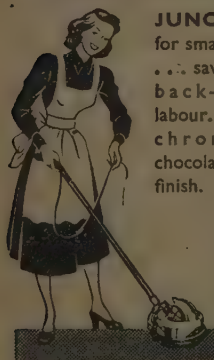

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Scottish notes

by J. L. ROBSON

THE STAFF SIDE of the local government Joint Industrial Council has now agreed to submit a claim for an all-round increase in salaries, and has notified the employers of its intentions. The amount and details of the claim are to be considered by the staff side during December.

Other decisions and matters being considered by the Council include :

Miscellaneous classes—An application for specific salary scales and conditions of service is being made for outdoor collectors, telephone operators, school attendance officers, school meals supervisors, various inspectors, and timekeepers and storekeepers. The staff side proposes that other employees in this category should be graded in the A.P.T. division, but that actual grading should be left to the discretion of local authorities.

Particular emphasis has been laid recently on the position of school attendance officers, and the employers have been urged to consider the staff claims again. Failing a satisfactory answer, the staff side will consider taking further action.

Extension of A.P.T. grades—The executive committee decided to defer further consideration of this matter until the salaries of chief officers have been decided.

Professional salary scales—The employers' proposals have been rejected. So far, the claims of only three professional associations, for sanitary inspectors, weights and measures inspectors, and engineering and surveying assistants have been considered, and no proposals for engineering staffs have been made.

Local joint committees—The employers do not favour the establishment of local joint committees *with a formal constitution*, but are agreeable to recommending local authorities to afford opportunities to employees' organisations to consult with them on staff matters.

Health Services

Functional sub-committees of the Scottish Advisory Committee are now being set up, and NALGO is to be represented on each of the following : Administrative and Clerical Staffs ; Nurses and Midwives ; and Professional and Technical Staffs " A " and " B."

Road Passenger Transport

A claim covering engineering grades in this service has been submitted to the Scottish Group of Companies.

B. & O. Fund

Perth and district gas branch reported to its annual general meeting that all but one of its 66 members were contributors to the Benevolent and Orphan Fund, and that the average contribution per member for the year was 5s. 8d., far above the 1949 Scottish district average, which was 3s.2d. per member.

Rising prices—7 COAL & CARPET

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Carpet :	£4	£14	£22

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LOCAL GOVERNMENT EXAMINATIONS BOARD,

CLERICAL DIVISION EXAMINATION, 1951

The first examination will take place on Monday and Tuesday, 23rd and 24th April, 1951.

Applications to sit, which must be made on the prescribed form obtainable from the address below, must be received by the Secretary not later than 31st January, 1951.

Entry fee two guineas.

At the date of entry to the examination a candidate must be an officer on the staff of a local or other approved public authority and must have had six months' service with such an authority, and on or before 1st April, 1951 must have attained the age of 18 years.

The first Administrative Examination (Intermediate grade) will be held in October, 1951, on dates to be announced.

LOCAL GOVERNMENT EXAMINATIONS BOARD,
37, Upper Grosvenor Street, London, W.1.

Appointment Vacant

NATIONAL HEALTH SERVICE—EXECUTIVE COUNCIL FOR THE COUNTY BOROUGH OF CHESTER

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The salary appropriate to the post is £435, rising to £520 per annum.

The appointment is subject to General Conditions of Service approved by the Minister of Health, and to the provisions of the N.H.S. Superannuation Regulations.

The successful candidate may be required to undergo a medical examination.

Applications stating age, qualifications, experience and details of present position held, accompanied by copies of two recent testimonials, should be addressed to the Clerk of the Council, 19, White Friars, Chester, to arrive not later than December 11th, 1950. Envelopes should be marked " Deputy Clerk."

HUGH JONES,
Clerk of the Council.

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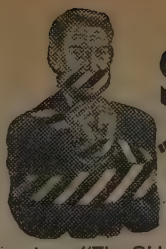

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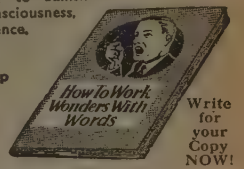

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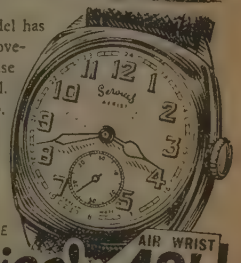

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The Rules and Syllabus of the various Examinations may be obtained by application to the General Secretary, price 2s. post free.

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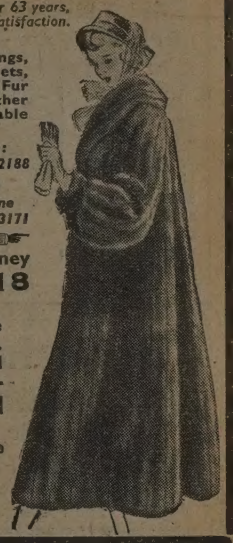

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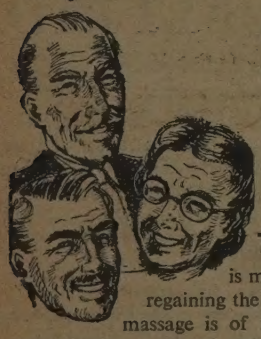

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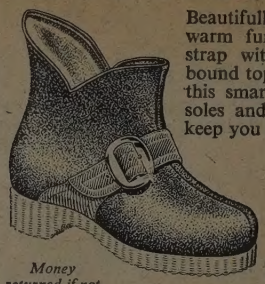

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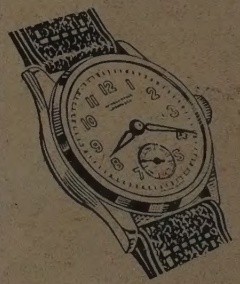

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